

Digitized by the Internet Archive in 2022 with funding from University of Toronto







Hazardous Materials Information Review Commission Canada

2008–09 Estimates



Part III—Report on Plans and Priorities

The Estimates Documents

Each year, the government prepares Estimates in support of its request to Parliament for authority to spend public monies. This request is formalized through the tabling of appropriation bills in Parliament. The Estimates, which are tabled in the House of Commons by the President of the Treasury Board, consist of the following:

Part I—The Government Expense Plan provides an overview of federal spending and summarizes the key elements of the Main Estimates.

Part II—The Main Estimates directly support the Appropriation Act. The Main Estimates identify the spending authorities (votes) and amounts to be included in subsequent appropriation bills. Parliament will be asked to approve these votes to enable the government to proceed with its spending plans. Parts I and II of the Estimates are tabled concurrently on or before March 1.

Part III—Departmental Expenditure Plans, which is divided into two components:

- 1) Reports on Plans and Priorities (RPP) are individual expenditure plans for each department and agency (excluding Crown corporations). These reports provide increased levels of detail over a three-year period on an organization's main priorities by strategic outcome(s), program activity(ies) and planned/expected results, including links to related resource requirements. The RPPs also provide details on human resource requirements, major capital projects, grants and contributions, and net program costs. They are tabled in Parliament by the President of the Treasury Board on behalf of the ministers who preside over the appropriation-dependent departments and agencies identified in Schedules I, I.1 and II of the Financial Administration Act. These documents are usually tabled on or before March 31 and referred to committees, which may then report to the House of Commons pursuant to Standing Order 81(7).
- 2) Departmental Performance Reports (DPR) are individual department and agency accounts of results achieved against planned performance expectations as set out in respective RPPs. These Performance Reports, which cover the most recently completed fiscal year, are tabled in Parliament in the fall by the President of the Treasury Board on behalf of the ministers who preside over the appropriation dependent departments and agencies identified in Schedules I, I, 1 and II of the Financial Administration Act.

Supplementary Estimates directly support an Appropriation Act. The Supplementary Estimates identify the spending authorities (votes) and amounts to be included in the subsequent appropriation bill. Parliamentary approval is required to enable the government to proceed with its spending plans. Supplementary Estimates are normally tabled twice a year, the first document in late October and a final document in late February. Each Supplementary Estimates document is identified alphabetically A, B, C, etc. Under special circumstances, more than two Supplementary Estimates documents can be published in any given year.

The Estimates, along with the Minister of Finance's Budget, reflect the government's annual budget planning and resource allocation priorities. In combination with the subsequent reporting of financial results in the Public Accounts and of accomplishments achieved in DPRs, this material helps Parliament hold the government to account for the allocation and management of public funds.

©Her Majesty the Queen in Right of Canada, represented by the Minister of Public Works and Government Services, 2008.

This document is available in multiple formats upon request.

This document is available on the TBS website at the following address: http://www.tbs-sct.gc.ca.

Available through your local bookseller or by mail from Publishing and Depository Services Public Works and Government Services Canada Ottawa ON KIA OS5

Telephone: 613-941-5995

Orders Only: 1-800-635-7943 (Canada and U.S.A.)

Fax: 613-954-5779 or 1-800-565-7757 (Canada and U.S.A.)

Internet: http://publications.gc.ca

Catalogue No.: BT31-2/2009-III-80 ISBN: 978-0-660-63586-6

Hazardous Materials Information Review Commission

2008-2009

Report on Plans and Priorities

Tony Clement Minister of Health

Table of Contents

SECTION I – OVERVIEW	3
President and Chief Executive Officer's Message	3
Management Representation Statement	
Summary Information	6
Departmental Plans and Priorities	14
SECTION II – ANALYSIS OF PROGRAM ACTIVITIES BY STRATEGIC OUTCOME	19
SECTION III – SUPPLEMENTARY INFORMATION	22
SECTION IV – OTHER ITEMS OF INTEREST	23

SECTION I - OVERVIEW

President and Chief Executive Officer's Message

As the newly appointed President and Chief Executive Officer of the Hazardous Materials Information Review Commission (HMIRC), I am pleased to submit to Parliament, and to Canadians, the Commission's 2008–2009 Report on Plans and Priorities. It focuses on the Commission's fundamental commitment to the health and safety of Canadian workers while supporting the chemical industry's competitiveness in the Canadian market. Our vision continues as a quasi-judicial organization, that takes pride in making sound, evidence-based decisions and seeks creative and progressive approaches to fulfilling its mandate.

HMIRC operates within the context of the Workplace Hazardous Materials Information System (WHMIS) and is accountable to Parliament through the Minister of Health. Under WHMIS and the *Hazardous Materials Information Review Act*, the Commission is mandated to achieve a balance between the right of workers to know about the hazardous materials they deal with in the workplace and the right of industry to protect confidential business information. Through our compliance efforts, the Commission continues to be an important health and safety advocate for workers as well as a strategic partner to industry, helping to safeguard trade secrets that help companies compete in the marketplace. Over the past decade, the value of the trade secrets submitted to the Commission for protection totaled close to \$3 billion.

Over the next three years, the Commission will focus on its core mandate through four priorities:

First, the Commission will continue streamlining its Claims Exemption Process – our key program activity. The objective is that clients can market their products without delay, claims are adjudicated expeditiously and most importantly that employers and workers have access to complete and accurate information on how to handle hazardous products in the workplace. These procedural improvements will be complemented by the development and implementation of an aggressive human resources strategy to address our past challenges of recruiting and retaining scientific staff. The initiatives identified in this plan will help to maintain a steady workforce and keep claims processing at a level that meets the annual demand.

However, over the past years, HMIRC has experienced a significant increase in both the number and complexity of claims. This, coupled with the chronic shortage of qualified scientific personnel has resulted in a growing backlog of claims to be processed. The claims backlog causes considerable delay in issuing orders for compliance to claimants relative to the mostly non-compliant material safety data sheets awaiting review. This, in turn, places Canadian workers at greater risk.

So, we are challenged on two fronts: building and maintaining a skilled and knowledgeable workforce in an intensely competitive employment market, and the increasing backlog of claims for exemption. HMIRC requires additional resources to meet these challenges and is actively exploring options to augment the current resource base.

Enhancing management excellence remains an ongoing priority at HMIRC. By continuing to strengthen strategic partnerships with other departments and within the Health Portfolio, the Commission is able to access interdepartmental resources and expertise. Our emphasis on sound resource management and effective decision-making is entirely consistent with the Government of Canada's Management Accountability Framework.

I am proud to announce that the legislative amendments sought in Bill S-2, An Act to Amend the Hazardous Materials Information Review Act, were given Royal Assent on March 29, 2007, completing the Commission's renewal process. The effect of these amendments will be to reduce the time required to review claims for exemption, speed up the correction of information needed by workers to handle hazardous products safely and streamline the appeals process. Consequential amendments to the Hazardous Materials Information Review Regulations and Hazardous Materials Information Review Act Appeal Board Procedures Regulations are anticipated to be completed by Fall 2008, at which point both legislative and regulatory changes will take effect.

Finally, on the international front, this agency plays a key role in helping to foster progress towards the goal of the United Nations initiative, Globally Harmonized System of Classification and Labelling of Chemicals (GHS). Their objective is to enhance the protection of human health and the environment by providing an internationally comprehensible system for hazard communication. HMIRC provides unique expertise and knowledge given its position as Canada's only federal/provincial/territorial agency that manages trade secret protection within WHMIS.

I look forward, in my new capacity as President & CEO, to successfully meeting the challenges this planning period will present. I consider these challenges and strategic priorities as an opportunity for dialogue with the Commission's partners and stakeholders to reaffirm our commitment to balancing industry confidentiality with workers' health and safety. I can assure our stakeholders and the HMIRC Council of Governors, as well as my staff, that this Commission will remain dedicated to providing high quality service to claimants as we continue to make an important contribution to Canadian workplace health and safety.

Sharon A. Watts

President and Chief Executive Officer

Management Representation Statement

I submit for tabling in Parliament, the 2008–2009 Report on Plans and Priorities (RPP) for the Hazardous Materials Information Review Commission.

This document has been prepared based on the reporting principles contained in *Guide for the Preparation of Part III of the 2008–09 Estimates: Reports on Plans and Priorities and Departmental Performance Reports*:

- ► It adheres to the specific reporting requirements outlined in the Treasury Board of Canada Secretariat guidance;
- ▶ It is based on the department's strategic outcome(s) and Program Activity Architecture that were approved by the Treasury Board;
- ▶ It presents consistent, comprehensive, balanced and reliable results;
- ▶ It provides a basis of accountability for the results achieved with the resources and authorities entrusted to it; and
- ► It reports finances based on approved planned spending numbers from the Treasury Board of Canada Secretariat.

Sharon A. Watts

President and Chief Executive Officer

allo

Summary Information

Health Portfolio Overview

The Minister of Health is responsible for maintaining and improving the health of Canadians. This is supported by the Health Portfolio, which comprises Health Canada, the Public Health Agency of Canada, the Canadian Institutes of Health Research, the Hazardous Materials Information Review Commission, the Patented Medicine Prices Review Board, and Assisted Human Reproduction Canada. Each member of the Portfolio prepares its own Report on Plans and Priorities



The Health Portfolio consists of approximately 12,000 full-time equivalent employees and an annual budget of over \$3.8 billion.

Raison d'être

The Hazardous Materials Information Review Commission (HMIRC) provides a mechanism for protecting the trade secrets of those companies that manufacture, supply and/or use hazardous materials and to accurately inform Canadian employees who work with such materials about the intrinsic health and safety hazards.

Mandate

The Hazardous Materials Information Review Act mandates the Commission to:

- ▶ Register claims for trade secret exemptions and issue registry numbers;
- Adjudicate and issue decisions on the validity of claims for exemption using prescribed regulatory criteria;
- ► Make decisions on the compliance of Material Safety Data Sheets (MSDSs) and labels to Workplace Hazardous Materials Information System (WHMIS) requirements; and
- ► Convene independent boards with representatives drawn from labour, suppliers or employers to hear appeals from claimants or affected parties on decisions and orders.

Mission

The Commission's mission is to:

- ► Ensure a balance between industry's right to protect confidential business information and the right of employers and workers to know about the hazardous materials they deal with in the workplace;
- ▶ Provide a trade secret mechanism within WHMIS; and
- ▶ Resolve complaints and disputes impartially, fairly and promptly through statutory or alternate means.

Vision

HMIRC has defined its vision as:

- ► Making decisions based on both sound scientific principles and regulations, and taking pride in being a professional quasi-judicial organization seeking creative and progressive approaches to enhancing workplace safety; and
- ▶ Resolving complaints and disputes, whether under statutory mandate or not, in a manner that is impartial, fair and prompt.

Values and operating principles

The Commission recognizes that continuous improvement is critical in order to remain relevant and to provide effective and efficient performance and service quality. HMIRC has identified the values and operating principles that foster continuous improvement in its operations.

FAIRNESS—in its ability to provide services and to perform statutory functions.

TIMELINESS—in its ability to provide services within established and reasonable time frames.

ACCESSIBILITY and TRANSPARENCY—in its ability to provide information and services simply and clearly and with policies and procedures that are understandable to everyone.

ACCOUNTABILITY—in its ability to propose legislative approaches only when they meet rigorous cost-benefit analysis and to be accountable for programs and the impact of decisions, while providing services in a manner that is cost-effective for everyone involved.

QUALITY and CONSISTENCY—in its ability to render accurate, relevant, dependable, understandable, predictable and error-free decisions, while ensuring consistent, firm enforcement of the regulations.

COMPETENCY and RESPECT—in its ability to provide services based on a high level of skill, knowledge, scientific and technical competence, and to demonstrate respect and professionalism to everyone who comes into contact with the Commission.

SECURITY and CONFIDENTIALITY—in its ability to store and handle the trade secrets of its claimants.

Context

Labour, industry and government agree on the importance of reducing illnesses and injuries from hazardous materials in Canadian workplaces. WHMIS, a combination of laws, regulations and procedures, was created in 1987 to help achieve this goal.

WHMIS requires suppliers—including manufacturers, importers and distributors—and employers to provide information on the hazards of chemicals produced or used in Canadian workplaces. It requires cautionary labelling for containers of controlled (hazardous) products as designated under federal regulations, and requires that suppliers provide an MSDS for each product.

Each MSDS must include several types of information. For example, it must list all hazardous ingredients in the product, any toxicological properties, the safety precautions workers need to take when using the product, and first-aid treatment in case of exposure. Employers must provide their employees with this MSDS information, as well as with training and education programs.

When labour, industry and government agreed to create WHMIS, they recognized the need to balance the rights of workers and employers to have health and safety information against the rights of chemical suppliers to protect confidential business information.

The *Hazardous Materials Information Review Act* and its regulations provide the mechanism to create that balance through HMIRC. The Commission is an independent agency with a quasijudicial role that supports WHMIS responsibilities and interests of the federal, provincial and territorial governments, workers, employers, and the chemical industry.

Role of the Commission

If a supplier or employer wants to withhold information that it believes to be a trade secret, it must file a claim with the Commission for exemption from its WHMIS obligations to disclose this information. The screening officers review these claims against the applicable federal, provincial or territorial regulations, and rule on the claims' validity. This process involves communication between evaluators, screening officers and claimants to ensure transparency.

As part of this claim review process, the scientific evaluators play a key health and safety role. They review all the information provided on the MSDSs and labels associated with a claim for exemption to make certain that they provide appropriate health and safety information and guidance to comply with WHMIS requirements, based on the *Hazardous Products Act*, the *Canada Labour Code*, the *Controlled Products Regulations*, and provincial and territorial occupational health and safety legislation. This helps ensure that workers are informed of the hazards of exposure to chemicals found in products associated with claims for exemption. When evaluators identify missing or incorrect information, they advise the screening officers who issue formal orders requiring that claimants make the necessary changes and submit the corrected MSDS within 75 calendar days.

The Commission also convenes independent boards to hear appeals from claimants or affected parties challenging decisions and orders.

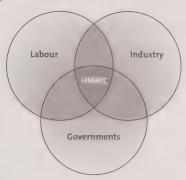
In addition, HMIRC responds to requests from federal, provincial or territorial government health and safety officials for information about claims for exemption to help these officials administer and enforce their WHMIS obligations.

A model partnership of key stakeholders across all jurisdictions

HMIRC deals with many WHMIS stakeholders:

- ▶ Labour organizations and workers;
- ▶ Suppliers in the chemical industry;
- ▶ Employers with workplace WHMIS programs; and
- Federal, provincial and territorial government agencies with WHMIS responsibilities.

As an independent agency, the Commission is a model of industry, labour and government consultation, consensus and cooperation. Its adjudicative efforts must result in a fair balance between the right of workers to know and the right



of suppliers and employers to safeguard confidential business information. The Commission makes a tangible contribution to worker health and safety and is a strategic partner to industry and employers. HMIRC's work also supports the federal, provincial and territorial governments in the delivery of their occupational safety and health regulatory activities, making the Commission one of very few adjudicative bodies that represent multiple levels of government in Canada.

Governance structure

The Commission's governance structure is one of collaboration. The Council of Governors constitutes the key element of the Commission's governance structure, acts as an advisory body and provides strategic advice and guidance to the Commission.

The Council of Governors consists of up to 18 members representing key stakeholders across all jurisdictions:

- ▶ 2 representing workers,
- ▶ 1 representing suppliers,
- ▶ 1 representing employers,
- ▶ 1 representing the federal government, and
- ▶ Between 4 and 13 representing the provincial and territorial governments responsible for occupational health and safety.

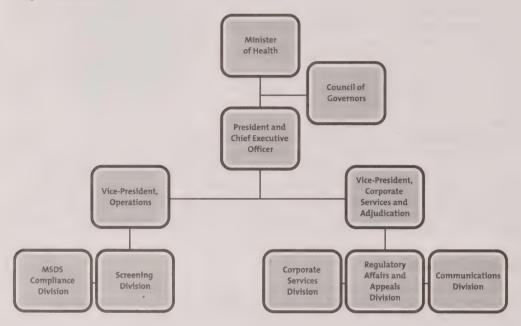
Most Council members concurrently represent other occupational health and safety organizations, and thus are part of the existing multi-jurisdictional occupational health and safety network.

The Commission's President and Chief Executive Officer is appointed by the Governor in Council and has the authority to supervise and direct the organization's day-to-day activities.

The Vice-President of Operations directs the work of the MSDS Compliance and Screening divisions.

The Vice-President of Corporate Services and Adjudication directs the work of the Corporate Services, Regulatory Affairs and Appeals, and Communications divisions.

Organizational Chart:



Voted and Statutory Items displayed in the Main Estimates

(\$ Thousands)

Vote or Statutory Item	Truncated Vote or Statutory Wording	2008–09 Main Estimates	2007–08 Main Estimates
30	Program expenditures	3,097	3,024
(S)	Contributions to employee benefit plans	468	482
	Total Agency	3,565	3,506

The difference between the 2008–09 and the 2007–08 Main Estimates is the collective agreement funding.

Departmental Planned Spending Table and Full-time Equivalents

(\$ thousands)	Forecast Spending 2007-08	Planned Spending 2008–09	Planned Spending 2009–10	Planned Spending 2010–11
Claims Exemption Process	3,506	3,565	3,565	3,565
Budgetary Main Estimates (gross)	3,506	3,565	3,565	3,565
Non-budgetary Main Estimates (gross)	-	-	-	-
Less: Respendable revenue	-	1 m	-	-
Total Main Estimates	3,506	3,565	3,565	3,565
Adjustments				
Supplementary Estimates				
Operating Budget Carry Forward	151			
Other				
Treasury Board Vote 15	73	•		
Employee Benefit Plan (EBP)	· 15			
Total Adjustments	239			
Total Planned Spending	3,745	3,565	3,565	3,565
Less: Non-respendable revenue	(570)	(570)	(570)	(570)
Plus: Cost of services received				
without charge	750	761	. 761	761
Total Departmental Spending	3,925	3756	3756	3756
Full-time Equivalents	35	35	35	35

The spending trend remains constant to meet the obligations of the Commission's four priorities over the subsequent three years.

Summary Information

Financial Resources (\$ Thousands)

2008-09	2009–10	2010–11
3,565	3,565	3,565

Human Resources (Full-Time Equivalents)

2008–09	2009–10	2010–11
35	35	35

Departmental Priorities

Name	Туре
1. Efficient Client Service Delivery	Ongoing
2. Management Excellence	Ongoing
3. Modernized Legislation	Previously committed
4. International Harmonization	Previously committed

Program Activities by Strategic Outcome

		Pla	nned Spend	ling	
\$ Thousands	Expected Results	2008-09	2009–10	2010-11	Contributes to the following priority
Strategic Outcome:	Trade secret exemptions the right of industry to prinformation with the righ information concerning the by chemicals in the work	otect their control to of workers the health and	onfidential b to receive a	ousiness occurate	Priorities 1, 2, 3 and 4
Claims Exemption Process	Under this activity, the Hazardous Materials Information Review Commisson registers claims for exemption received from a supplier or employer who wishes to withhold confidential business information, decides on the validity of the claim, adjudicates and issues decisions on the compliance of the material safety data sheet (MSDS) or label to which the claim relates, and administers an appeal process to these decisions.	3,565	3,565	3,565	

Departmental Plans and Priorities

HMIRC's four priorities for the next three years are:

- ▶ Priority 1: Efficient Client Service Delivery
- ▶ Priority 2: Management Excellence
- Priority 3: Modernized Legislation
- ▶ Priority 4: International Harmonization

Over the next three years, the Commission will focus on these four priorities with particular emphasis on expected improvement to the claims exemption process—the Commission's key program activity—and the reduction of the backlog of claims at the Commission. Improvements will be achieved through continued efficiencies in the delivery of client services, enhancements in management practices, and legislative renewal with the goal of expediting the availability of complete and accurate MSDSs, submitted to the Commission for review, in Canadian workplaces.

Priority 1: Efficient Client Service Delivery

As an organization with only one program activity, HMIRC's capacity to process claims as efficiently as possible directly impacts the service that can be provided to clients and stakeholders. For this reason, the Commission is committed to the continuous improvement of claim processing so that clients can market their products without delay, claims can be completed within shorter turn-around times, and employers and workers can have access to accurate MSDSs as quickly as possible.

HMIRC has been experiencing a significant increase in both the number and the complexity of claims in recent years. This, coupled with a chronic shortage of qualified scientific personnel and insufficient resources in supporting areas, has resulted in a claim-processing backlog of approximately two years. This backlog is causing considerable delay in the provision of the corrected health and safety information to Canadian workers and, as a consequence, placing them at significantly higher risk. In order to address this issue, the Commission has developed a plan to prevent further increases to the backlog, eliminate it over a three-year period, and to prevent it from recurring.

In 2007–08, the Commission undertook a comprehensive review of its claims exemption process with the intent to optimise the current method of assessing claims. The objective of the strategic review was to ensure that HMIRC had the most efficient claims assessment system possible, allowing for the communication of decisions to claimants within the shortest time frame possible. The review identified three initiatives that would significantly improve the process: the development of an integrated data management system; the development and application of new tools for evaluators and screening officers; and an aggressive human resources strategy involving recruitment, training, development, and retention components to maintain a stable workforce.

Acting on the results of the review, the Commission will focus on the development of an integrated data management system that will allow quick access by Commission staff to all documents relevant to the assessment of a claim for exemption. Information such as scientific publications, MSDSs, toxicology summaries, Advice Documents (ADs), relevant Acts and Regulations, and guidance and policy documents will be made immediately available electronically—saving valuable time for evaluators.

The Commission also plans to develop and apply a number of new tools to expedite claim processing. For example, an electronic template and guidance manual will standardize AD preparation across the Commission and facilitate the peer-review and subsequent drafting of orders to correct violations on MSDSs. It is expected that this will significantly enhance the current operating procedures and positively impact the production of ADs.

An aggressive human resources strategy will be developed and implemented to address the past challenges of recruiting and retaining HMIRC's health and safety evaluators that conduct assessments of MSDSs. The evaluators at the Commission are in a scientific group classified as a shortage group in the federal public service, and are difficult to replace and retain. The Commission's human resources strategy involves actively pursuing recruitment methods to quickly fill vacant or new positions with minimal delay. Some of the methods that will be optimized include selecting candidates from pre-qualified pools within the public service, staffing from the Public Service Commission's inventory of Scientific and Professional database, recruiting new post-graduates from Canadian universities, and collective staffing in collaboration with other partners within the Health Portfolio.

A training and development program will also be implemented to train new staff to become fully functional at their group and level within the shortest time possible and to embark on a developmental program in order to be ready for higher-level functions. Included in the training and development of new staff will be the new tools developed to expedite the claim assessment process and a one-on-one coaching system where the new employee is paired with a senior staff member who mentors the individual through the techniques used in claim evaluations. This close one-on-one coaching technique has been piloted within the Commission for a six-month period and has shown a significant reduction in the time required to train new staff.

These three initiatives identified in the strategic review (integrated data management system, new tools for evaluators and screening officers, new human resources strategy) will help maintain a steady workforce and keep claim processing productivity at a level that meets demand in order to avoid further increases to the backlog.

In addition, the Commission is exploring options in order to acquire the resources necessary to develop and implement the three initiatives identified in the strategic review. These resources will also provide additional screening and evaluation resources to increase claim-processing capacity to help eliminate the backlog, and enhanced monitoring and performance measurement methods will be put in place to ensure that a backlog of similar magnitude is prevented from recurring.

Priority 2: Management Excellence

As a small organization with a limited budget, the Commission is highly focused on service delivery. Our ongoing objective is to continue to integrate strategic and business planning with human resource planning. The Commission continues to work collaboratively with its Health Portfolio partners, particularly Health Canada, on portfolio and government management issues.

In a government environment that has a strong commitment to improving service and accountability to the Canadian public by implementing management initiatives such as the Treasury Board Policy Suite Renewal, the *Federal Accountability Act*, and the *Public Service Modernization Act*, the Commission continues to be challenged to appropriately address these initiatives while delivering its program activity – Claims Exemption Process. These management initiatives are resource intensive and greatly impact the Commission's limited resource capacity.

To respond appropriately to these initiatives, while maintaining service delivery, HMIRC will continue along the established path of solidifying strategic partnerships by collaborating and networking horizontally with other departments. This allows the Commission to access interdepartmental resources and expertise through such vehicles as Memoranda of Understanding. As requirements from these initiatives progress, HMIRC will refine its performance management systems while monitoring performance.

The Commission will continue to improve program management by enhancing the tools and practices to provide timely monitoring and reporting. Performance management systems focus on the development of sound and practical performance agreements for management cadres and ensure alignment with the business and human resources goals and priorities. HMIRC will continue its work in strengthening our expenditure management system and use it as its management and reporting tool, following Treasury Board Secretariat Management, Resources, and Results Structure (MRRS)'s initiative. The focus will be to enhance effectiveness and efficiency. The Commission's performance measurement framework is an essential tool in the monitoring of results and improvements to the quality and completeness of incoming claims and, therefore, processing efficiencies.

Key to delivering on its mandate is HMIRC's ability to build and maintain workforce capacity. Retention efforts of the Commission are important not only in the area of scientific expertise, but also in management support, which is the foundation of the organization in ensuring efficient systems, processes and procedures. In line with this goal, HMIRC will ensure that the talent required is recruited, and that it has the systems in place to develop human resources so that they have the skills required for the future and that leadership is fostered at all levels. The Commission will focus on development as well as recruitment to meet future requirements. This will allow the Commission to better serve clients and lead to results for Canadians.

Priority 3: Modernized Legislation

On March 29, 2007, Bill S-2 amending the *Hazardous Materials Information Review Act* received Royal Assent and became Chapter 7 of the Statutes of Canada 2007. The effect of these amendments will be to reduce the time required to review claims for exemption from disclosure of confidential information, speed up the correction of the information workers need in order to handle hazardous materials safely, and expedite and improve the appeal process.

Throughout the renewal process, the Commission has been working closely with stakeholders through its tripartite governing body, the Council of Governors. Consequential to the changes to the Commission's statute, amendments to the *Hazardous Materials Information Review Regulations* and *Hazardous Materials Information Review Act Appeal Board Procedures Regulations* are anticipated to be completed by Fall 2008, at which point both legislative and regulatory changes will take effect. The Commission is already in the process of adjusting its operational processes to the revised procedures outlined in the amended legislation and regulations in order to ensure a seamless transition. The implementation of these amendments will complete the legislative commitments made to stakeholders.

The amendments are closely linked to HMIRC's efforts to provide effective and efficient services to its stakeholders through its participation in the government-wide Paperwork Burden Reduction Initiative (PBRI). The PBRI involves measuring the costs and impact of regulatory compliance on businesses and pursuing opportunities to reduce, rationalize and simplify regulatory requirements across federal departments and agencies. HMIRC is working with its Health Portfolio partners to measure the impact of regulatory compliance on businesses and make measurable reductions in paperwork burden.

HMIRC is also involved in two other projects concerning changes to legislation in order to better serve Canadians. Firstly, the Commission is engaged in amendments to the *Hazardous Products Act* that will involve separating the legislation governing consumer products and from the legislation outlining WHMIS. The result will be two distinct and improved pieces of legislation. This will be an excellent opportunity to integrate enhanced safety standards that have been under development in recent years.

Secondly, HMIRC is actively involved in the development of a Canadian implementation strategy for the Globally Harmonized System for the Classification and Labelling of Chemicals (GHS). The GHS is a United Nations initiative to harmonize approaches to classification and labelling of chemicals worldwide. The international community has agreed that countries should make the necessary changes to their own legislation and processes to make the system operational by 2008.

Priority 4: International Harmonization

As mentioned in Priority 3, the Globally Harmonized System of Classification and Labelling of Chemicals (GHS) is a United Nations initiative to enhance the protection of human health and the environment by providing an internationally comprehensible system for hazard communication. Canada continues to undertake measures for GHS implementation in order to work towards the goal of achieving harmonization in 2008.

The Commission plays a key role in helping to foster progress towards GHS implementation in Canada. As a member of several committees, national working groups, and technical subcommittees, the Commission provides guidance and advice on classification and hazard communication related to workplace chemicals. It occupies a unique place as Canada's only agency that manages the registration of claims by industry for protection of confidential business information on hazardous workplace chemicals. The Commission is working in collaboration

with Health Canada, Transport Canada, and other government departments and agencies on this initiative.

While many international issues are being addressed, Canada's trade secret exemption process for workplace hazardous materials meets GHS requirements and therefore no changes to it are necessary. However, classification and hazard communication are key elements of HMIRC's reviews and therefore, while the GHS may not have an impact on the trade secret exemption process, there may be important operational impacts on the MSDS review process and related standards, and may require legislative amendments to the Commission's enabling statute.

Although the nature and scope of its potential impacts are not clearly defined at this point, GHS implementation will likely result in significant work and training on the part of the Commission in an effort to accommodate the new requirements for hazard communication in MSDSs and labels.

The Commission's focus over the next three years will be to ensure that it can be responsive to the impending changes and to maintain an international presence. It will continue to work with other Canadian governmental agencies to communicate the benefits of Canada's WHMIS model to HMIRC's international partners, particularly the advantages of Canada's trade secret protection mechanism. In order to maintain an understanding of hazard communication at the international level, the Commission will develop a comparative framework depicting national trade secret protection mechanisms in GHS participating countries in relation to the Canadian model.

SECTION II—ANALYSIS OF PROGRAM ACTIVITIES BY STRATEGIC OUTCOME

Analysis by Program Activity

Strategic Outcome:

Trade secret exemptions are provided in a way that balances the right of industry to protect their confidential business information with the right of workers to receive accurate information concerning the health and safety hazards posed by chemicals in the workplace.

Program Activity Name: Claims Exemption Process

Financial Resources (\$ thousands)

2008-09	2009–10	2010–11
3,565	3,565	. 3,565

Human Resources (Full-Time Equivalent)

2008-09	2009–10	2010–11
35	35	35

Program Activity Description

HMIRC registers claims for exemption received from a supplier or employer who wishes to withhold confidential business information, decides on the validity of the claim, adjudicates and issues decisions on the compliance of the MSDS or label to which the claim relates, and administers an appeal process to these decisions.

As mentioned in Section I, the Commission has identified four priorities.

- **Priority 1**: Efficient Client Service Delivery
- Priority 2: Management Excellence
- **Priority 3**: Modernized Legislation
- Priority 4: International Harmonization

HMIRC's only program activity-Claims Exemption Process-and the expected results associated with this activity link to each of its four priorities. The claims exemption process renders impartial decisions, based on scientific evidence-based review findings, in a manner that ensures confidentiality of information while providing accurate information to workers. The Commission is constantly looking at ways to improve its process and works closely with claimants to increase their understanding of this process and associated requirements, and to minimize the need for formal appeals. The first, third, and fourth priorities will allow HMIRC to further improve its process and the quality of the information provided. The second priority will result in improved management tools to support program delivery.

HMIRC registers the claims that enable companies to sell, distribute and/or use their product while the claim is being processed. The validity of the claim for exemption is subsequently determined based on the *Hazardous Materials Information Review Regulations* criteria, and the material safety data sheet is evaluated to ensure compliance with WHMIS requirements. Decisions are issued by the screening officer and published in the *Canada Gazette*.

The Commission also administers an appeal process. Claimants have 45 days to launch an appeal once the decision on a claim exemption is published in the *Canada Gazette*. An independent tripartite board is then convened to hear the appeal and render a decision. The Commission is also responsible for a dispute prevention process that works in conjunction with the appeals process by identifying and resolving problems and complaints, where possible, before an appeal becomes necessary.

Performance Measurement Strategy

The expected results of the Claims Exemption Process program activity and the proposed performance indicators to measure achievement of those results are detailed in the table below.

Expected Results	Performance Indicators
 Workers are provided with accurate information about the health and safety hazards of exposure to chemicals found in the products associated with claims for exemption. 	 Percentage of claims processed for which corrections were required on associated MSDSs Average length of time from the start of review to publication in the Canada Gazette
 Valid confidential business information about suppliers' and employers' hazardous products is protected. 	 Number of decisions on claim validity issued Percentage of claims for which validity was upheld by the screening officer's decision
► Manufacturers can import, distribute and sell products.	 Number of claims registered Elapsed time between receipt of claim and registration Number of complaints from claimants about delays

MCDC 1 '41 1 '1'	27 1 0 1 1 1 0 1
▶ MSDSs comply with legislation.	 Number of violations found on MSDSs by type
	 Average number of violations per claims processed
	 Number of MSDSs which have complied with orders within the 75 calendar days allowed
Resolution of issues raised during the information exchange phase of claims processing (i.e. dispute prevention) in a fair and effective manner.*	 Number of issues raised and percentage resolved
► Appeal decisions	► Number of appeals/decisions
	 Number of screening officer's decisions varied or rescinded by appeal board's decisions

^{*} One expected result has been combined with another due to duplication.

These expected results focus on the balance sought by the Commission – workers right to accurate information versus industry's right to protect trade secrets, while remaining effective and impartial.

Through the registration of claims, the Commission seeks to ensure a speedy process that both minimizes disruption to business and ensures the protection of confidential business information. Through the review of the claims and associated MSDSs and labels, the Commission aims to ensure an expeditious, fair and impartial review of the information provided to workers on the health and safety hazards of those products associated with the claim for exemption.

Within the Commission's dispute resolution process, the results are expected to be achieved in a fair and effective manner, which provides claimants some flexibility in the approach they choose to resolve issues. Also, the decisions resulting from the dispute resolution process are impartial and evidence-based.

SECTION III—SUPPLEMENTARY INFORMATION

Table 1: Departmental links to the Government of Canada Outcomes

Strategic Outcome: Trade secret exemptions are provided in a way that balances the right of industry to protect their confidential business information with the right of workers to receive accurate information concerning the health and safety hazards posed by chemicals in the workplace.

	Pl	anned Spend	ing	Alignment to Government of
	2008-09	2009–10	2010–11	Canada Outcome Area
Claims Exemption Process	3,565	3,565	3,565	Healthy Canadians

Claims Exemption Process contributes to the achievement of the Government of Canada's "Healthy Canadians" outcome.

Canada places the health of its population high on the list of key priorities for Canadians. Canada's public health system exists to safeguard and improve the health of Canadians. The responsibility for public health is spread across federal, provincial and territorial governments. An essential part of any occupational health and safety program is ensuring that those employed in workplaces requiring the use of hazardous materials have the information they need to use those materials in a safe manner to minimize any risk of injury and any threat to their health, either in the short term or in the long term. This is particularly applicable to the Commission's mandate, which provides WHMIS trade secret exemption mechanism on behalf of the federal government and also on behalf of the provinces and territories. The Commission's work supports improved occupational health and safety for Canadian workers, a key element to achieving a healthy Canadian population.

Additional Tables

These tables can be found electronically on the Treasury Board of Canada, Secretariat's website at: http://www.tbs-sct.gc.ca/est-pre/20082009/pea_e.asp:

- Services Received Without Charge
- ► Sources of Non-respendable Revenue

SECTION IV—OTHER ITEMS OF INTEREST

Minor Changes in HMIRC Program Activity Architecture

This year's Report on Plans and Priorities introduces minor changes with regards to HMIRC's Program Activity Architecture. The Commission has consolidated its previously reported Program sub activities, "Claims Processing" and "Dispute Prevention/Appeals", under one Program Activity called, "Claims Exemption Process". This one Program Activity reflects the activities of the Commission

For further information:

Mail: Hazardous Materials Information Review Commission

427 Laurier Avenue West, 7th floor

Ottawa, Ontario

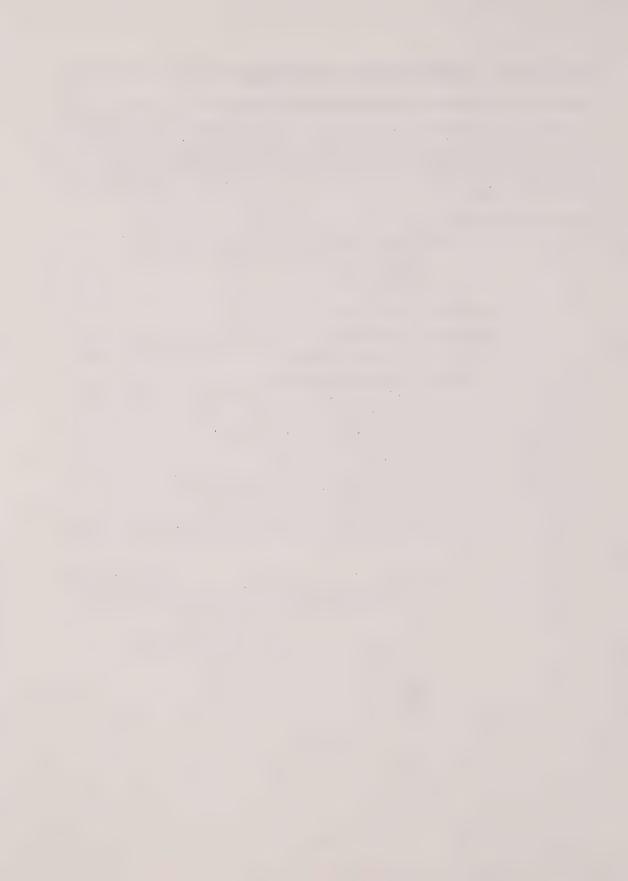
K1A 1M3

Telephone: 613.993.4331

Facsimile: 613.993.5016

Web site: www.hmirc-ccrmd.gc.ca

E-mail: hmirc-ccrmd@hc-sc.gc.ca





SECTION IV—AUTRES SUJETS D'INTÉRÊT

Changements mineurs à l'Architecture des activités de programme du CCRMD

Le Rapport sur les plans et les priorités de cette année introduit des changements mineurs concernant l'Architecture des activités de programme du CCRMD. Le Conseil a consolidé ses sous-activités de programme précédemment rapportées, « Traitement des demandes » et « Prévention des conflits / Appels », sous une activité de programme appelée « Processus des demandes de dérogation ». Cette unique activité de programme reflète les activités du Conseil.

Pour de plus amples renseignements:

Courrier: Conseil de contrôle des renseignements relatifs aux

matières dangereuses

427, avenue Laurier ouest, 7° étage Ottawa (Ontario) K1A 1M3

1884.869.813 : sanohqalaT 3108.899.813 : sanohqalaT

Site Web: www.ccrmd-hmirc.gc.ca

Courriel: cermd-hmire@he-se.ge.ea

SECTION III—RENSEIGNEMENTS SUPPLÉMENTAIRES

Tableau 1 : Liens du Conseil aux résultats du gouvernement du Canada

Résultat stratégique: Dérogations touchant les secrets commerciaux accordées de façon à concilier le droit de l'industrie de protéger ses renseignements commerciaux confidentiels et celui des travailleurs d'obtenir des informations précises sur les risques liés à la santé et à la sécurité que posent les produits chimiques en milieu de travail.

				dérogation
				qemandes de
Des Canadiens en santé	3 2 6 2	3 2 6 2	3 265	Processus des
Canada	2011	2010	6007	
résultat du gouvernement du	-0102	-6007	-8002	
Harrmonisation avec le secteur de	Dépenses prévues			

Le Processus des demandes de dérogation contribue à la réalisation du résultat du gouvernement du Canada « Des Canadiens en santé ».

Le Canada met la santé de sa population très haut sur sa liste des priorités clés pour les Canadiens et les Canadiennes. Le système de santé publique du Canada est là pour protéger et améliorer la santé des Canadiens. La responsabilité de la santé publique est répartie entre les gouvernements fédéral, provinciaux et territoriaux. Un élément essentiel de tout programme de santé et de sécurité au travail consiste à s'assurer que les employés, qui ont besoin d'utiliser des matières dangereuses au travail disposent de l'information nécessaire pour le faire en toute sécurité afin de minimiser les risques de blessures et les menaces pour leur santé, à court ou à long terme. Cela s'applique tout particulièrement au mandat du Conseil, qui fournit le mécanisme de dérogation du SIMDUT pour les secrets commerciaux au nom du gouvernement fédéral et des provinces et territoires. Le travail du Conseil vient appuyer l'amélioration de la santé et de la sécurité des travailleurs canadiens, élément clé pour que la population canadienne sonté en bonne santé.

Tableaux supplementaires

On peut trouver ces tableaux en format électronique sur le site Web du Secrétariat du Conseil du Trésor à l'adresse http://www.tbs-sct.gc.ca/est-pre/20082009/pea_f.asp

- ► Services reçus à titre gracieux
- Sources des revenus non disponibles

Ces résultats attendus se concentrent sur l'équilibre recherché par le Conseil – entre le droit des travailleurs de recevoir des renseignements précis et celui de l'industrie de protéger des secrets commerciaux, tout en demeurant efficace et impartial.

Par l'enregistrement des demandes, le Conseil cherche à garantir un processus rapide qui à la fois minimise la perturbation pour les entreprises et garantit la protection de renseignements commerciaux confidentiels. Par le biais de l'examen des demandes et des fiches signalétiques et étiquettes pertinentes, le Conseil vise à garantir un examen rapide, juste et impartial des renseignements fournis aux travailleurs sur les risques en matière de santé et de sécurité des produits associés à la demande de dérogation.

Au sein du processus de résolution des différends du Conseil, on s'attend à ce que les résultats soient atteints d'une manière juste et efficace, qui donne aux demandeurs une certaine souplesse dans l'approche qu'ils choisissent pour résoudre les problèmes. En outre, toutes les décisions résultant du processus de résolution des conflits sont impartiales et fondées sur des preuves.

les décisions des commissions d'appel			
contrôle modifiées ou annulées par			
Nombre de décisions des agents de	4		
Nombre d'appels/de décisions	4	Décisions concernant les appels	я
		et efficace. *	
		différends) d'une manière équitable	
		demandes (par ex. prévention des	
		renseignements du traitement des	
pourcentage résolu		pendant la phase d'échange de	
Nombre de problèmes soulevés et	4	Résolution des problèmes soulevés	4
accordés			
ordres dans les 75 jours civils			
Nombre de FS conformes aux	◀		
par demande traitée			
Nombre moyen de cas d'infractions	4		
les fiches signalétiques par type		conformes à la loi.	
Nombre d'infractions trouvées sur	4	Les fiches signalétiques sont	4
à propos des retards			
Nombre de plaintes des demandeurs	4		
l'enregistrement de la demande			
Temps écoulé entre la réception et	4	townsord our expires as renormalis	
coancigania capitanian an atomon		Les fabricants peuvent importer, distribuer et vendre les produits.	
Nombre de demandes enregistrées		rationmi tnaviian stnepiidet sa I	
confirmée par la décision de l'agent de contrôle			
lesquelles la validité n'a pas été		protégés.	
Pourcentage de demandes pour		fournisseurs et des employeurs sont	
ritor sabremah ah anetrasiriod		les produits dangereux des	
sur la validité des demandes		confidentiels valables concernant	
Nombre de décisions émises portant	4	Les renseignements commerciaux	4
dans la Gazette du Canada		The state of the s	
l'examen jusqu'à la publication		de dérogation.	
Durée moyenne depuis le début de	4	les produits associés aux demandes	
t talk al almost a managem admited		des produits chimiques trouvés dans	
pertinentes		sécurité découlant de l'exposition à	
exigés sur les fiches signalétiques		risques en matière de santé et de	
pour lesquelles des correctifs étaient		renseignements précis sur les	
Pourcentage de demandes traitées	4	Les travailleurs reçoivent des	4
Indicateurs de rendement		Résultats attendus	
tromobros ob synotesihal		211hmatta atatliiah (

^{*} Un résultat attendu a été combiné avec un autre en raison d'une duplication.

Le Conseil est constamment à la recherche de façons d'améliorer son processus et collabore étroitement avec les demandeurs pour accroître leur compréhension de ce processus et des exigences connexes et pour minimiser la nécessité d'avoir des appels officiels. Les première, troisième et quatrième priorités permettront au CCRMD d'améliorer encore davantage son processus, ainsi que la qualité des renseignements fournis. La deuxième priorité aboutira à des processus, ainsi que la qualité des renseignements fournis. La deuxième priorité aboutira à des outils de gestion améliorés pour appuyer la prestation des programmes.

Le Conseil enregistre les demandes qui permettent aux compagnies de vendre, distribuer et/ou utiliser leur produit pendant le traitement de la demande. La validité de la demande de dérogation est déterminée par la suite, sur la base des critères contenus dans le Règlement sur le contrôle des venseignements velatifs aux matièves dangeveuses, et la fiche signalétique est évaluée pour s'assurrer de sa conformité avec les exigences du SIMDUT. Les décisions sont rendues par l'agent de contrôle et publiées dans la Gazette du Canada.

Le CCRMD administre également un processus d'appel. Les demandeurs ont 45 jours pour interjeter appel une fois que la décision concernant une demande de dérogation est publiée dans la Gazette du Canada. Une commission tripartite indépendante est alors convoquée pour entendre l'appel et rendre une décision. Le Conseil est également responsable d'un processus de prévention des différends, qui fonctionne conjointement avec le processus d'appel, en cernant et en réglant les problèmes et les plaintes, dans la mesure du possible, avant qu'un appel devienne nécessaire.

Stratégie de mesure du rendement

Les résultats attendus de l'activité de programme, à savoir du Processus des demandes de dérogation, et les indicateurs de rendement proposés pour mesurer l'obtention de ces résultats sont détaillés dans le tableau présenté ci-après.

SECTION II – ANALYSE DES ACTIVITÉS DE PROGRAMME PAR RÉSULTAT STRATÉGIQUE

Analyse détaillée par activité de programme

Résultat stratégique: Dérogations touchant les secrets commerciaux accordées de façon à concilier le droit de l'industrie de protéger ses renseignements commerciaux confidentiels et celui des travailleurs d'obtenir des informations précises sur les risques liés à la santé et à la sécurité que posent les produits chimiques en milieu de travail.

Nom de l'activité de programme: Processus des demandes de dérogation

Ressources financières (milliers \$)

3 265	3 265	3 265
1102-0102	0107-6007	6007-8007

Ressources humaines (Equivalents temps plein)

35	32	35
1102-0102	0107-6007	6002-8007

Description de l'activité de programme

Le CCRMD enregistre les demandes de dérogation provenant d'un fournisseur ou d'un employeur qui souhaite retenir des renseignements commerciaux confidentiels, décide de la validité de la demande, statue et émet des décisions sur la conformité de la fiche signalétique ou de l'étiquette associée à la demande et gère un processus d'appel de ces décisions.

Tel que mentionné dans la Section I, le Conseil a identifié quatre priorités.

- Priorité 1 : La prestation efficace des services à la clientèle
- ► Priorité 2 : L'excellence de la gestion
- ▶ Priorité 3 : Une législation modernisée
- Priorité 4 : Une harmonisation internationale

La seule activité de programme du CCRMD – le Processus des demandes de dérogation – et les résultats attendus associés à cette activité ont un lien avec chacune de ses quatre priorités. Le Processus des demandes de dérogation rend des décisions impartiales, fondées sur les constatations des examens scientifiques basés sur des preuves, d'une manière qui garantit la constatations des examens scientifiques basés sur des preuves, d'une manière qui garantit la confidentialité des renseignements tout en fournissant des informations précises aux travailleurs.

comprendre la communication des dangers au niveau international, le Conseil élaborera un cadre comparatif décrivant les mécanismes nationaux de protection des secrets commerciaux dans les pays participant au SGH, en rapport avec le modèle canadien.

Deuxièmement, le CCRMD est impliqué activement dans l'élaboration d'une stratégie canadienne de mise en œuvre du Système général harmonisé pour la classification et l'étiquetage des produits chimiques (SGH). Le SGH est une initiative des Nations Unies en vue d'harmoniser les approches de la classification et de l'étiquetage des produits chimiques à l'échelle de la planète. La communauté internationale a convenu que les pays devraient apporter les changements nécessaires à leurs propres textes législatifs et processus pour rendre le système opérationnel d'ici 2008.

Priorité 4 : Une harmonisation internationale

Tel que mentionné dans la Priorité 3, le Système général harmonisé pour la classification et l'étiquetage des produits chimiques (SGH) est une initiative des Nations Unies visant à améliorer la protection de la santé humaine et de l'environnement en fournissant un système compréhensible pour la communication des dangers à l'échelle de la planète. Le Canada continue de prendre des mesures pour la mise en œuvre du SGH afin d'atteindre l'objectif d'harmonisation en 2008.

Le Conseil joue un rôle clé en contribuant à favoriser les progrès menant à la mise en œuvre du SGH au Canada. En tant que membre de plusieurs comités, groupes de travail nationaux et sous-comités techniques, le Conseil donne des orientations et des avis sur la classification et la communication des dangers relatifs aux produits chimiques utilisés en milieu de travail. Il demandes présentées par l'industrie pour protéger des renseignements commerciaux confidentiels sur les produits chimiques utilisés au travail. Le Conseil travaille à cette initiative en collaboration avec Santé Canada, Transports Canada et d'autres ministères et organismes gouvernementaux.

Même si de nombreux enjeux internationaux du SGH sont abordés, le Processus des demandes de dérogation du Canada pour protéger des secrets commerciaux répond aux exigences du SGH et aucun changement n'est donc nécessaire. Cependant, la classification et la communication des dangers sont des éléments clés des examens du CCRMD et, par conséquent, même si le SGH n'a peut-être pas de répercussions sur le processus de dérogation à l'obligation de divulguer des secrets commerciaux, il peut y avoir des incidences opérationnelles importantes sur le processus d'examen des fiches signalétiques et sur les normes connexes, et cela pourrait exiger des amendements législatifs à la loi habilitant le Conseil.

Même si la nature et la portée de ses incidences potentielles ne sont pas clairement définies à l'heure actuelle, la mise en œuvre du SGH engendrera vraisemblablement une formation et un travail considérables de la part du Conseil, dans le but de s'ajuster aux nouvelles exigences liées à la communication des dangers sur les fiches signalétiques et les étiquettes.

Au cours des trois prochaines années, le Conseil s'efforcera de s'assurer de pouvoir répondre aux changements imminents et de maintenir une présence sur la scène internationale. Il continuera à collaborer avec d'autres agences gouvernementales canadiennes pour communiquer les avantages du modèle que représente le SIMDUT canadien, en particulier les avantages du mécanisme de protection des secrets commerciaux du Canada. Dans le but de continuer à mécanisme de protection des secrets commerciaux du Canada. Dans le but de continuer à

La clé de l'exécution du mandat du CCRMD réside dans sa capacité de renforcer et de conserver la capacité de sa main-d'œuvre. Les efforts de rétention du Conseil sont importants non seulement dans le domaine de l'expertise scientifique, mais aussi dans celui du soutien à la gestion, qui est la pierre angulaire de l'organisme pour garantir des systèmes, des procédures et des procésus efficients. En harmonie avec ce but, le CCRMD s'assurera de recruter le talent nécessaire et d'avoir les systèmes en place pour perfectionner les ressources humaines afin qu'elles possèdent les compétences nécessaires pour l'avenir et que le leadership soit favorisé à tous les niveaux. Le Conseil se concentrera sur le perfectionnement ainsi que sur le recrutement tous les niveaux. Le Conseil se concentrera sur le perfectionnement ainsi que sur le recrutement pour satisfaire les besoins futurs. Cela lui permettra de mieux servir ses clients et donnera des résultats pour les Canadiens.

Priorité 3 : Une législation modernisée

Le 29 mars 2007, le projet de loi S-2 modifiant la Loi sur le contrôle des venseignements relatifs aux matières dangeveuses a obtenu la sanction royale et est devenu le chapitre 7 des Lois du Canada (2007). Ces amendements auront pour but de réduire le temps exigé pour étudier les demandes de dérogation à l'obligation de divulguer des renseignements confidentiels, d'accélérer la correction des renseignements dont les travailleurs ont besoin pour manipuler les matières dangereuses en toute sécurité et d'accélérer et d'améliorer le processus d'appel.

Durant tout le processus de renouvellement, le Conseil a collaboré étroitement avec les intervenants par le biais de son organe directeur tripartite, le Bureau de direction. Corrélatifs aux changements apportés à la loi régissant le Conseil, des amendements au Règlement sur les contrôle des renseignements relatifs aux matières dangereuses et au Règlement sur les procédures des commissions d'appel constituées en vertu de la Loi sur le contrôle des venseignements relatifs aux matières dangereuses devraient être finalisés d'ici l'automne 2008, époque à laquelle les changements à la fois législatifs et réglementaires entreront en vigueur. Le conseil est déjà en train d'ajuster ses processus opérationnels aux procédures révisées énoncées dans les textes législatifs et réglementaires amendés afin d'assurer une transition en douceur. La mise en œuvre de ces amendements parachèvera les engagements législatifs faits auprès des intervenants.

Les amendements sont étroitement liés aux efforts déployés par le CCRMD pour fournir des services efficaces et efficients à ses intervenants par le biais de sa participation à l'Initiative d'allègement du fardeau de la paperasserie (IAFP) à l'échelle gouvernementale. L'IAFP vise à mesurer les coûts et l'impact sur les entreprises de la conformité aux règlements et à rechercher ministères et organismes fédéraux. Le CCRMD collabore avec ses partenaires dans les ministères et organismes fédéraux. Le CCRMD collabore avec ses partenaires du portefeuille de la Santé pour mesurer l'impact sur les entreprises de la conformité aux règlements et pour effectuer des réductions mesurables du fardeau de la paperasserie.

Le CCRMD est également impliqué dans deux autres projets concernant des changements à la législation afin de mieux servir les Canadiens. Premièrement, le Conseil est engagé dans des amendements à la Loi sur les produits dangereux qui impliqueront de séparer la législation régissant les produits de consommation de celle énonçant le SIMDUT. Il en résultera deux textes législatifs distincts et améliorés. Ce sera une excellente occasion d'intégrer les normes de sécurité rehaussées en voie d'élaboration ces dernières années.

productivité du traitement des demandes à un niveau qui répond à la demande, afin d'éviter de nouvelles augmentations de l'arriéré.

De plus, le Conseil étudie les options en vue d'obtenir les ressources nécessaires pour élaborer et mettre en oeuvre les trois initiatives identifiées dans l'examen stratégique. Ces ressources fourniront également du personnel supplémentaire en matière de contrôle et d'évaluation pour accroître la capacité de traitement des demandes en vue de contribuer à éliminer l'arriéré, et des méthodes améliorées de surveillance et de mesure du rendement seront mises en place pour empêcher qu'un arriéré de la même ampleur puisse se reproduire.

Priorité 2 : L'excellence de la gestion

A titre de petit organisme doté d'un budget limité, le Conseil est fortement axé sur la prestation des services. Notre objectif constant vise à continuer d'intégrer la planification stratégique et opérationnelle avec la planification des ressources humaines. Le Conseil continue de collaborer étroitement avec ses partenaires du portefeuille de la Santé, en particulier Santé Canada, à propos des questions de gestion touchant le portefeuille et le gouvernement.

Dans un environnement gouvernemental qui s'efforce constamment d'améliorer le service et la responsabilité face au public canadien en mettant en œuvre des initiatives de gestion, comme le renouvellement des politiques du Conseil du Trésor, la Loi Jédérale sur l'imputabilité et la Loi sur la modernisation de la fonction publique, le Conseil est toujours mis au défi de se pencher adéquatement sur ces initiatives tout en mettant en œuvre son activité de programme – le Processus des demandes de dérogation. Ces initiatives de gestion exigent une forte intensité de ressources et influent considérablement sur la capacité des ressources limitées du Conseil.

Pour répondre de façon appropriée à ces initiatives, tout en maintenant la prestation des services, le CCRMD poursuivra sur la voie établie en vue de renforcer des partenariats stratégiques en collaborant et en faisant du réseautage horizontal avec d'autres ministères. Ces mesures permettront au Conseil d'accéder à l'expertise et aux ressources interministérielles par le biais de véhicules comme des protocoles d'entente. À mesure que les exigences découlant de ces initiatives augmenteront, le CCRMD peaufinera ses systèmes de gestion du rendement tout en aurveillant son rendement plus que jamais auparavant.

Le Conseil continuera d'améliorer la gestion des programmes en améliorant les outils et les pratiques pour fournir une surveillance et des rapports en temps opportun. Les systèmes de gestion du rendement se concentrent sur l'élaboration d'ententes de rendement saines et pratiques pour les cadres supérieurs et garantissent la compatibilité avec les buts et les priorités des ressources opérationnelles et humaines. Par le biais de la Politique sur la structure de gestion, des ressources opérationnelles et humaines. Par le biais de la Politique sur la structure de gestion, des ressources et des résultats (SGRR) du Secrétariat du Conseil du Trésor, le CCRMD continuera à renforcer son système de gestion des dépenses et l'utilisera comme son outil de gestion et de présentation de rapports, en mettant l'accent sur l'amélioration de l'efficience et de l'efficience. Le cadre de mesure du rendement du Conseil constitue un outil essentiel dans la surveillance des résultats et des améliorations à la qualité et à la complétude des demandes surveillance et, par conséquent, des mesures d'efficience au niveau du traitement.

agents de contrôle, ainsi qu'une stratégie dynamique des ressources humaines impliquant des volets de recrutement, de formation, de perfectionnement et de rétention pour conserver une main-d'œuvre stable.

En mettant en œuvre les résultats de l'examen, le Conseil se concentrera sur la mise au point d'un système de gestion intégrée des données qui permettra un accès rapide, par le personnel du Conseil, à tous les documents pertinents à l'évaluation d'une demande de dérogation. Des informations telles des publications scientifiques, les FS, les sommaires des études toxicologiques, les documents d'avis (DA), les lois et règlements pertinents, ainsi que les documents d'orientation et de politique seront immédiatement disponibles par voie évaluateure.—ce qui fera économiser un temps précieux aux évaluateurs.

Le Conseil envisage également d'élaborer et de mettre en oeuvre un certain nombre de nouveaux outils pour accélérer le traitement des demandes. Par exemple, un gabarit électronique et un guide d'orientation normaliseront la préparation des documents d'avis dans tout le Conseil et facilitéront l'examen par les pairs et la rédaction subséquente d'ordres pour corriger les infractions constatées sur les FS. On prévoit que cela améliorera considérablement les modalités de fonctionnement actuelles et aura une incidence positive sur la production des DA.

Une stratégie dynamique des ressources humaines sera élaborée et mise en œuvre pour relever les défis rencontrés antérieurement pour recruter et garder les évaluateurs en santé et sécurité du CCRMD qui effectuent les évaluations des FS. Au Conseil, les évaluateurs se trouvent dans un groupe scientifique classé comme groupe déficitaire dans la fonction publique fédérale et sont difficiles à remplacer et à conserver. La stratégie des ressources humaines du Conseil implique la recherche active de méthodes de recrutement en vue de combler rapidement les postes vacants ou nouveaux avec un minimum de retard. Certaines des méthodes qui seront optimisées englobent la sélection de candidatures à partir de bassins de candidats préqualifiés dans la fonction publique, la dotation à partir du répertoire de la base de données scientifiques et professionnelles de la supérieures dans de la fonction publique, le recrutement de nouveaux étudiants diplômés d'études supérieures dans des universités canadiennes et une dotation collective en collaboration avec d'autres partenaires au sein du portefeuille de la Santé.

Un programme de formation et de perfectionnement sera aussi mis en œuvre pour former le nouveau personnel en vue de devenir pleinement fonctionnel dans son groupe et à son niveau dans le plus court laps de temps possible et pour entamer un programme de perfectionnement afin d'être prêt pour des fonctions de niveau supérieur. Seront inclus dans la formation et le perfectionnement du nouveau personnel les nouveaux outils élaborés pour accélérer le processus d'évaluation des demandes et un système d'encadrement personnalisée en vertu duquel le nouvel dans les évaluations des demandes. Cette technique personnalisée d'encadrement rapproché a fait dans les évaluations des demandes. Cette technique personnalisée d'encadrement rapproché a fait l'objet d'un projet pilote pendant six mois au sein du Conseil et a entraîné une réduction considérable du temps nécessaire pour former le nouveau personnel.

Ces trois initiatives identifiées dans l'examen stratégique (système de gestion intégrée des données, nouveaux outils pour les évaluateurs et les agents de contrôle et nouvelle stratégie des ressources humaines) contribueront à conserver une main-d'œuvre stable et à maintenir la

Plans et priorités ministériels

Les quatre priorités du CCRMD pour les trois prochains exercices sont les suivantes:

- Priorité 1: La prestation efficace des services à la clientèle
- ▶ Priorité 2 : L'excellence de la gestion
- Priorité 3 : Une législation modernisée
- Priorité 4 : Une harmonisation internationale ▶

Au cours des trois prochains exercices, le Conseil ciblera ces quatre priorités en mettant tout particulièrement l'accent sur l'amélioration attendue du Processus des demandes de dérogation—principale activité de programme du Conseil—et la réduction de l'arriéré des demandes adressées au Conseil. Les améliorations seront réalisées par le biais de mesures constantes d'efficacité dans la prestation des services à la clientèle, de meilleures pratiques de gestion et du renouveau législatit dans le but d'accélèrer la disponibilité de FS complètes et exactes, soumises au Conseil pour examen, sur les lieux de travail au Canada.

Priorité 1 : La prestation efficace des services à la clientèle

A titre d'organisme ayant une seule activité de programme, la capacité du CCRMD de traiter les demandes aussi efficacement que possible influe directement sur le service qui peut être fourni aux clients et aux intervenants. Pour cette raison, le Conseil est déterminé à améliorer continuellement le traitement des demandes afin que les clients puissent commercialiser leurs produits sans retard, que les demandes puissent être finalisées dans des délais d'exécution plus courts et que les employeurs et les travailleurs puissent avoir accès à des FS précises le plus rapidement possible.

Le CCRMD a connu une augmentation considérable à la fois du nombre et de la complexité des demandes au cours des dernières années. Cette situation, couplée à une pénurie chronique de personnel scientifique qualifié et à des ressources insuffisantes dans des domaines de soutien, a provoqué un arriéré d'environ deux ans au niveau du traitement des demandes. Cet arriéré cause des retards considérables dans la fourniture des renseignements corrigés en matière de santé et de sécurité aux travailleurs canadiens et, par voie de conséquence, les a exposés à un risque nettement plus élevé. Afin de régler ce problème, le Conseil a élaboré un plan pour prévenir d'autres augmentations de l'arriéré, l'éliminer sur une période de trois ans et empêcher sa réapparition.

En 2007–2008, le Conseil a entrepris un examen complet de son Processus des demandes de dérogation avec l'intention d'optimiser la méthode actuelle d'évaluation des demandes. L'objectif de l'examen stratégique visait à s'assurer que le CCRMD dispose du système d'évaluation des demandes le plus efficace possible, en permettant de communiquer les décisions aux demandeurs dans les plus brefs délais possibles. L'examen a identifié trois initiatives qui amélioreraient considérablement le processus : la mise au point d'un système de gestion intégrée des données, l'élaboration et la mise en œuvre de nouveaux outils pour les évaluateurs et les des données, l'élaboration et la mise en œuvre de nouveaux outils pour les évaluateurs et les

Activités de programme par résultat stratégique

Contribue à la priorité suivante	-010Z	-6007	-8002		
	1107	2010	6007	Résultats prévus	(milliers \$)
Priorités 1, 2, 3 et 4	Dérogations touchant les secrets commerciaux accordées de façon à concilier le droit de l'industrie de protéger ses renseignements commerciaux confidentiels et celui des travailleurs d'obtenir des informations précises sur les risques liés à la santé et à la sécurité que posent les produits chimiques en milieu de travail.			Résultat stratégique :	
	\$9\$ E	\$9\$ E	S9S E	En vertu de cette activité, le Conseil de contrôle des renseignements relatifs aux matières dangereuses enregistre les demandes de dérogation reçues d'un fournisseur ou d'un renseignements comployeur qui souhaite commerciaux demande, statue et émet de demande, statue et émet des décisions sur la conformité de la fiche signalétique (FS) ou de signalétique (FS) ou de signalétique et de la fiche signalétique (FS) ou de signalétique et activiente à la demande et d'appel de ces décisions.	Processus des demandes de dérogation

Renseignements supplémentaires

Ressources financières (milliers \$)

3 2 6 2	3 2 6 2	3 265
1102-0102	2009–2010	6007-8007

Ressources humaines

35	35	35
2010-2011	2009–2010	5008-2009

Priorités ministérielles

Engagement antérieur	4. Une harmonisation internationale
Engagement antérieur	3. Une législation modernisée
En cours	2. L'excellence de la gestion
En cours	1. La prestation efficace des services à la clientèle
Туре	woN

Tableau des dépenses prévues du Conseil et équivalents temps plein

Équivalents temps plein	35	35	35	35
Total des dépenses pour le Conseil	3 925	95/6	9575	9575
gracieux	05L	194	192	194
Plus: Coût des services reçus à titre				
Moins: Revenus non disponibles	(072)	(072)	(072)	(078)
Total des dépenses prévues	3745	3 2 2 2	3 2 6 2	3 2 2 2
Total des rajustements	539			
employés	SI			
Régime d'avantages sociaux des				
Crédit 15 du CT	EL			
Autres				
Report du budget de fonctionnement	151			
Budget supplémentaire des dépenses				
Rajustements				
şəsuədə	3 206	3 2 2 2	3 265	3 2 2 2
Total du Budget principal des				
Moins: Revenus disponibles	-	-	-	-
ouncibal des dépenses (brutes)	an.	_	_	_
Jegenses non budgétaires du Budget				
ouncibal des dépenses (brutes)	90ς ε	3 265	3 292	3 2 6 2
Dépenses budgétaires du Budget	702 6	2,20	2,20	
dérogation -	905 E	395 €	3 2 6 2	3 2 6 2
Processus des demandes de				
(milliers \$)	Prévisions des dépenses 2007–2008	Dépenses prévues 2008–2009	Dépenses prévues 2009–2010	Dépenses prévues 2010–2011

La tendance des dépenses demeure constante pour respecter les obligations des quatre priorités du Conseil au cours des trois exercices subséquents.

Postes votés et législatifs inscrits dans le Budget principal des dépenses

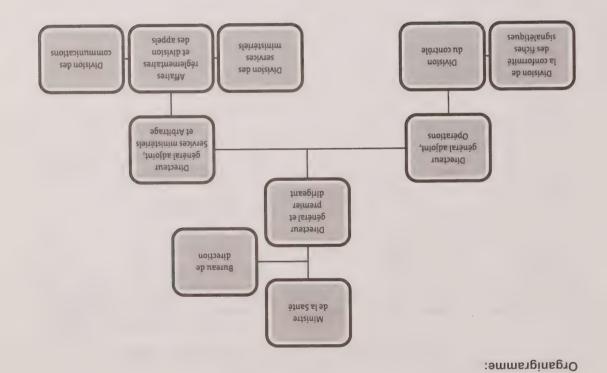
Total pour l'organisme

des employés 485 897 Contributions aux avantages sociaux (S)Dépenses du programme 3 024 460 € 30 8007-7002 6007-8007 législatif législatif Budget principal Budget principal Libellé tronqué pour le poste voté ou Poste voté ou (milliers \$)

3 2 6 2

905 €

La différence entre le Budget principal de 2008. 2009 et celui de 2007-2008 réside dans le financement des conventions collectives.



Structure de gouvernance

La structure de gouvernance du Conseil repose sur la collaboration. Le Bureau de direction constitue l'élément clé de la structure de gouvernance du Conseil, agit comme organe consultatif et fournit des avis et des orientations stratégiques au Conseil.

Le Bureau de direction est composé d'un maximum de 18 membres représentant les intervenants clés dans tous les secteurs de compétence :

- ▶ deux représentant les travailleurs,
- un les fournisseurs,

 ◆
- un les employeurs,
- un le gouvernement fédéral et
 de quatre à treize membres représentant les gouvernements provinciaux et territoriaux
 ■

chargés de la santé et de la sécurité au travail.

La plupart des membres du Bureau de direction représentent simultanément d'autres organismes de santé et de sécurité au travail et font donc partie de l'actuel réseau multijuridictionnel de santé et de sécurité au travail.

Le directeur général et premier dirigeant du Conseil est nommée par le gouverneur en conseil et a l'autorité de superviser et de diriger les activités quotidiennes de l'organisme.

Le directeur général adjoint de la direction des Opérations dirige le travail des divisions de la Conformité des fiches signalétiques et du Contrôle.

Le directeur général adjoint de la direction des Services ministériels et d'Arbitrage dirige le travail des divisions des Services ministériels, des Affaires réglementaires et des Appels, ainsi que des Communications.

Dans le cadre de ce processus d'examen des demandes, les évaluateurs scientifiques jouent un rôle clé en matière de santé et de sécurité. Ils examinent tous les renseignements fournis sur les FS et les étiquettes associées à une demande de dérogation pour s'assurer qu'elles donnent des renseignements et des conseils appropriés en matière de santé et de sécurité pour se conformer aux exigences du SIMDUT, en se basant sur la Loi sur les produits dangereux, le Code du territoriale régissant la santé et la sécurité au travail. Cela contribue à s'assurer que les travailleurs sont informés des dangers de l'exposition aux produits chimiques contenus dans les produits associés aux demandes de dérogation. Lorsque les évaluateurs identifient des renseignements manquants ou incorrects, ils informent les agents de contrôle qui émettent alors tenseignements manquants ou incorrects, ils informent les sgents de contrôle qui émettent alors des ordres officiels exigeant que les demandeurs effectuent les changements nécessaires et fournissent les FS corrigées dans les 75 jours civils.

Le Conseil convoque aussi des commissions indépendantes pour entendre les appels interjetés par des demandeurs ou des parties touchées contestant ses décisions et ses ordres.

En outre, le CCRMD répond aux demandes d'information des fonctionnaires fédéraux, provinciaux ou territoriaux chargés de la santé et de la sécurité, au sujet des demandes de dérogation, pour les aider à administrer et à assumer leurs obligations en vertu du SIMDUT.

Un partenariat modèle entre les principaux intervenants dans tous les secteurs de compétence



cadre du SIMDUT :

▶ les organisations syndicales et les travailleurs;

les fournisseurs de l'industrie des produits

Le Conseil traite avec de nombreux intervenants dans le

- chimiques;
- emmindues,

 les employeurs ayant des programmes du
 SIMDUT en milieu de travail; et
- les agences gouvernementales fédérales, provinciales et territoriales ayant des responsabilités dans le cadre du SIMDUT.

À titre d'organisme indépendant, le Conseil est un modèle de consultation, de consensus et de coopération entre l'industrie, les travailleurs et les gouvernements. Ses efforts d'arbitrage doivent aboutir à un juste équilibre entre le droit des travailleurs de savoir et celui des fournisseurs et des contribution tangible à la santé et à la sécurité des travailleurs et c'est un partenaire stratégique pour l'industrie et les employeurs. Les travaux du CCRMD appuient également les gouvernements fédéral, provinciaux et territoriaux lors de l'exécution de leurs activités réglementaires en matière de santé et de sécurité au travail, ce qui fait du Conseil l'un des très rates organismes d'arbitrage qui représentent plusieurs paliers de gouvernement au Canada.

du respect et du professionnalisme à l'égard de toutes les personnes qui communiquent avec le

PROTECTION DES RENSEIGNEMENTS CONFIDENTIELS – dans sa capacité à conserver et à traiter les secrets commerciaux de ses demandeurs.

Contexte

Les travailleurs, l'industrie et les gouvernements s'entendent sur l'importance de réduire les maladies et les blessures dues aux matières dangereuses dans les milieux de travail canadiens. Le SIMDUT, ensemble de lois, de règlements et de procédures, a été créé en 1987 en vue d'atteindre cet objectif.

Le SIMDUT exige des fournisseurs – incluant les fabricants, les importateurs et les distributeurs – et des employeurs qu'ils communiquent les renseignements sur les dangers des substances chimiques produites ou utilisées au travail au Canada. Il impose l'étiquetage de sécurité pour les contenants des produits contrôlés (dangereux) désignés en vertu des règlements fédéraux et oblige les fournisseurs de ces produits à remettre une fiche signalétique (FS) pour chaque produit.

Chaque FS doit comporter plusieurs types de renseignements. Par exemple, elle doit énumérer tous les ingrédients dangereux contenus dans le produit, ses propriétés toxicologiques, les précautions à prendre lors de son usage, ainsi que les premiers soins requis en cas d'exposition au produit. Les employeurs doivent communiquer cette information à leurs employés, en plus de leur offrir des programmes de formation et d'éducation.

Lorsque les travailleurs, l'industrie et les gouvernements ont accepté de créer le SIMDUT, ils ont reconnu la nécessité d'équilibrer les droits des travailleurs et des fournisseurs de disposer de renseignements touchant la santé et la sécurité, et ceux des fournisseurs de produits chimiques de protéger des renseignements commerciaux confidentiels.

La Loi sur le contrôle des renseignements relatifs aux matières dangereuses et son Règlement offrent le mécanisme visant à créer cet équilibre par le biais du Conseil de contrôle des renseignements relatifs aux matières dangereuses (CCRMD). Le Conseil est un organisme indépendant, doté d'un rôle quasi-judiciaire, qui appuie les responsabilités du SIMDUT et sourient les intérêts des gouvernements fédéral, provinciaux et territoriaux, des travailleurs, des employeurs et de l'industrie des produits chimiques.

Rôle du Conseil

Si un fournisseur ou un employeur souhaite retenir de l'information qu'il estime constituer un secret commercial, il doit déposer auprès du Conseil une demande de dérogation à l'obligation de divulguer cette information en vertu du SIMDUT. Nos agents de contrôle examinent de près ces demandes d'après les règlements fédéraux, provinciaux ou territoriaux applicables et décident de leur validité. Ce processus implique une communication entre les évaluateurs, les agents de contrôle et les demandeurs pour garantir la transparence.

noissiM

Le Conseil a pour mission:

- d'assurer un équilibre entre le droit de l'industrie de protéger les renseignements commerciaux confidentiels et le droit des employeurs et des travailleurs de connaître les
- matières dangereuses auxquelles ils sont exposés au travail;

 de fournir un mécanisme touchant les renseignements commerciaux confidentiels au sein

 du SIMDUT; et
- de régler les plaintes et les différends avec impartialité, équité et promptitude par les moyens prévus dans la loi ou à l'aide d'autres méthodes.

noisiV

Le CCRMD a défini sa vision comme suit:

- prendre des décisions reposant sur des principes scientifiques sains et sur des règlements, et éprouver de la fierté à être un organisme professionnel quasi-judiciaire à la recherche d'approches créatives et progressistes visant à améliorer la sécurité en milieu de travail; et régler les plaintes et les différends, en vertu de la loi ou par d'autres méthodes, avec
- impartialité, équité et promptitude.

Valeurs et principes directeurs

Le Conseil reconnaît qu'une amélioration continue est cruciale pour conserver une certaine pertinence et pour fournir un rendement efficace et efficient ainsi qu'un service de qualité. Le CCRMD a identifié les valeurs et les principes directeurs qui favorisent une amélioration continue de ses opérations.

EQUITE – dans sa capacité à fournir des services et à assumer les fonctions qui lui sont confiées par la loi.

PROMPTITUDE – dans sa capacité à rendre des services dans des délais établis et raisonnables.

ACCESSIBILITE et TRANSPARENCE – dans sa capacité à fournir des renseignements et des services simplement et clairement, par le biais de politiques et de procédures compréhensibles pour tous et chacun.

RESPONSABILITE – dans sa capacité à proposer des approches législatives uniquement sur la base d'une analyse rigoureuse des coûts et des avantages et à répondre de ses programmes et des incidences de ses décisions, tout en fournissant des services rentables à toutes les parties concernées.

QUALITÉ et CONSTANCE – dans sa capacité à rendre des décisions précises, pertinentes, fiables, compréhensibles, prévisibles et exactes, tout en garantissant une application cohérente et ferme de la réglementation.

COMPETENCE et RESPECT – dans sa capacité à fournir des services reposant sur un niveau élevé de savoir, de connaissances et de compétences scientifiques et techniques et à démontrer

Renseignements sommaires

Vue d'ensemble du portefeuille de la Santé

Le ministre de la Santé a pour responsabilité de maintenir et d'améliorer la santé des Canadiens. Cette tâche est appuyée par le portefeuille de la Santé qui comprend Santé Canada, l'Agence de santé publique du Canada, les Instituts de recherche en santé du Canada, le Conseil de contrôle des renseignements relatifs aux matières dangereuses, le Conseil d'examen du prix des médicaments brevetés et Procréation assistée Canada. Chaque organisme membre du portefeuille rédige son propre rapport sur les plans et les priorités.



Le portefeuille de la Santé regroupe environ 12 000 employés équivalents temps plein et dispose d'un budget annuel de plus de 3,8 milliards de dollars.

Raison d'être

Le Conseil de contrôle des renseignements relatifs aux matières dangereuses (CCRMD) fournit un mécanisme pour protéger les secrets commerciaux des compagnies qui fabriquent, fournissent et/ou utilisent des matières dangereuses et pour informer avec exactitude les employés canadiens qui travaillent avec de telles matières des risques intrinsèques en matière de santé et de sécurité.

Mandat

travail (SIMDUT); et

La Loi sur le contrôle des renseignements relatifs aux matières dangereuses donne au Conseil le

- d'enregistrer les demandes de dérogation et de leur attribuer des numéros
- d'enregistrement;

 de statuer et de rendre des décisions sur la validité des demandes de dérogation,
- conformément aux critères réglementaires prescrits,

 de rendre des décisions quant à la conformation sur les matières dangereuses utilisées au

 rapport aux exigences du Système d'information sur les matières dangereuses utilisées au
- de convoquer des commissions indépendantes, composées de représentants des travailleurs, des fournisseurs ou des employeurs, pour entendre les appels interjetés par des demandeurs ou des parties touchées au sujet des décisions et dès ordres rendus.

Déclaration de la direction

Je soumets, en vue de son dépôt au Parlement, le Rapport sur les plans et les priorités (RPP) de 2008–2009 du Conseil de contrôle des renseignements relatifs aux matières dangereuses.

Le présent document a été préparé conformément aux principes de présentation des rapports énoncés dans le Guide de préparation de la Partie III du Budget des dépenses 2008-2009 : Rapports sur les plans et les priorités et Rapports ministériels sur le rendement :

- du Secrétariat du Conseil du Trésor;

 du Secrétariat du Conseil du Trésor;
- ▶ Il est fondé sur le(s) résultat(s) stratégique(s) du ministère et l'Architecture de l'activité
 de programme qui ont été approuvés par le Conseil du Trésor;
- ▶ Il présente des résultats cohérents, complets, équilibrés et fiables;
- ressources et les autorisations qui lui sont confiées; et
- ▶ Il rend compte de la situation financière en fonction des chiffres des dépenses prévues approuvées provenant du Secrétariat du Conseil du Trésor.

(Marie

Sharon A. Watts Directrice générale et première dirigeante

Nous sommes donc confrontés à des défis sur deux fronts : constituer et conserver une maind'œuvre qualifiée et bien informée sur un marché de l'emploi fortement concurrentiel, et l'arriéré croissant des demandes de dérogation. Le CCRMD a besoin de ressources supplémentaires pour relever ces défis et étudie activement les options en vue d'augmenter les ressources de base actuelles.

Améliorer l'excellence en matière de gestion demeure une priorité constante au CCRMD. En continuant à renforcer les partenariats stratégiques avec les autres ministères et au sein du portefeuille de la Santé, le Conseil est capable d'accéder à l'expertise et aux ressources interministérielles. L'accent que nous mettons sur une saine gestion des ressources et une prise de décision efficace est parfaitement conforme au Cadre de responsabilisation de gestion du gouvernement du Canada.

Le suis fière d'annoncer que les amendements législatifs sollicités dans le projet de loi \$-2, Loi modifiant la Loi sur le contrôle des renseignements relatifs aux matières dangereuses, ont reçu la sanction royale le 29 mars 2007, ce qui complétait le processus de renouvellement du Conseil. Ces amendements auront pour effet de réduire le temps nécessaire pour examiner les demandes de dérogation, d'accélérer la correction des renseignements requis par les travailleurs pour manipuler en toute sécurité les produits dangereux et de rationaliser le processus des appels. Les amendements corrélatifs au Règlement sur le contrôle des renseignements relatifs aux matières dangeveuses et au Règlement sur les procédures des commissions d'appel constituées en vertu de la Loi sur le contrôle des renseignements velatifs aux matières dangeveuses devraient être linalisés d'ici l'automne 2008, époque à laquelle les changements à la fois législatifs et réglementaires entreront en vigueur.

Enfin, sur la scène internationale, cet organisme joue un rôle clé en contribuant à progresser pour atteindre le but de l'initiative des Nations Unies, le Système général harmonisé pour la classification et l'étiquetage des produits chimiques (SGH). Leur objectif vise à rehausser la protection de la santé humaine et de l'environnement en fournissant un système compréhensible à l'échelle internationale pour la communication des dangers. Le CCRMD offre une expertise et des connaissances uniques vu sa position de seul organisme fédéral/provincial/territorial au Canada qui gère la protection des secrets commerciaux au sein du SIMDUT.

Dans mon nouveau rôle de directrice générale et première dirigeante, j'ai hâte de relever avec succès les défis que représentera cette période de planification. Je considère ces défis et ces priorités stratégiques comme une occasion de dialoguer avec les partenaires et les intervenants du Conseil pour réaffirmer notre engagement d'équilibrer le désir de confidentialité de l'industrie avec la santé et la sécurité des travailleurs. Je peux assurer nos intervenants et le Bureau de direction du CCRMD, ainsi que mon personnel, que ce Conseil restera voué à offrir un service de haute qualité aux demandeurs tout en continuant à contribuer considérablement à la santé et à la sécurif des travailleurs dans les milieux de travail au Canada.

() Jan

Directrice générale et première dirigeante

Sharon A. Watts

SECTION I - SURVOL

Message de la directrice générale et première dirigeante

À titre de nouvelle directrice générale et première dirigeante du Conseil de contrôle des renseignements relatifs aux matières dangereuses (CCRMD), j'ai le plaisir de soumettre au Parlement, ainsi qu'aux Canadiennes et aux Canadiens, le Rapport sur les plans et les priorités 2008–2009 du Conseil. Il est centré sur l'engagement fondamental du Conseil envers la santé et la sécurité des travailleurs canadiens, tout en soutenant la compétitivité de l'industrie des produits chimiques sur le marché canadien. Notre vision se poursuit en tant qu'organisme quasi-judiciaire qui est fier de prendre des décisions saines fondées sur des preuves et recherche des approches créatives et progressistes pour remplir son mandat.

Le CCRMD fonctionne dans le contexte du Système d'information sur les matières dangereuses utilisées au travail (SIMDUT) et relève du Parlement par le biais du ministre de la Santé. En vertu du SIMDUT et de la Loi sur le contrôle des venseignements velatifs aux matières dangeveuses, le Conseil est mandaté pour trouver un équilibre entre le droit des travailleurs de de protéger ses renseignements commerciaux confidentiels. Grâce à nos efforts de conformité, le Conseil demeure un important défenseur de la santé et de la sécurité pour les travailleurs ainsi qu'un partenaire stratégique pour l'industrie, en contribuant à protéger des secrets commerciaux qui aident les entreprises à être concurrentielles sur le marché. Au cours de la dernière décennie, la valeur des secrets commerciaux soumis pour protection au Conseil a totalisé près de la valeur des secrets commerciaux soumis pour protection au Conseil a totalisé près de milliards de dollars.

Au cours des trois prochaines années, le Conseil se concentrera sur son mandat de base par le biais de quatre priorités :

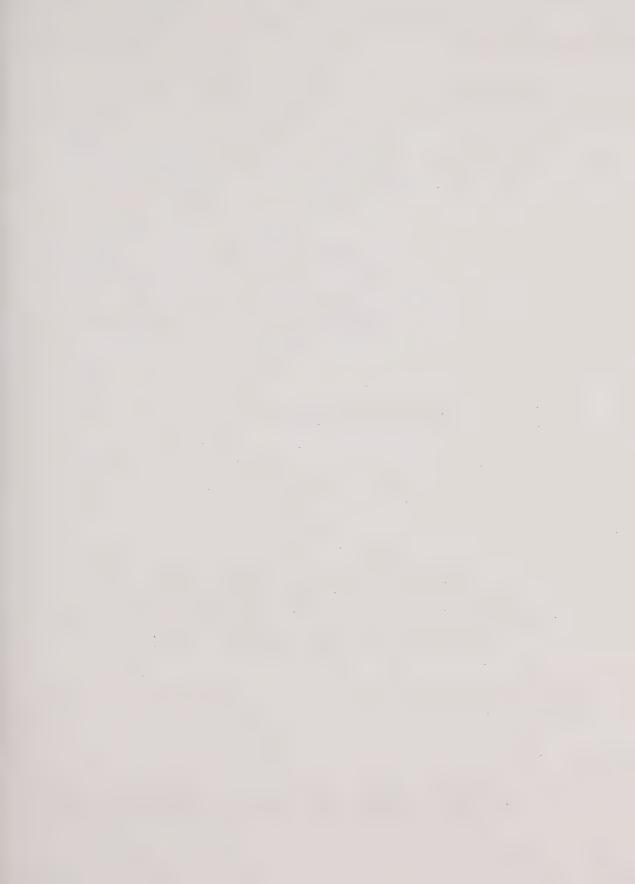
Tout d'abord, le Conseil continuera de rationaliser son Processus des demandes de dérogation – notre principale activité de programme. L'objectif vise à permettre aux clients de vendre leurs produits sans retard, à statuer rapidement sur les demandes et, élément très important, à permettre aux employeurs et aux travailleurs d'avoir accès à des renseignements complets et précis sur la façon de manipuler les produits dangereux au travail. Ces améliorations au niveau des modalités de fonctionnement seront complétées par l'élaboration et la mise en œuvre d'une stratégie dynamique des ressources humaines pour relever nos défis antérieurs au niveau du recrutement et de la rétention du personnel scientifique. Les initiatives identifiées dans ce plan contribueront à conserver une main-d'œuvre stable et à maintenir le traitement des demandes à un niveau qui répond à la demande annuelle.

Cependant, au fil des ans, le CCRMD a connu une augmentation considérable à la fois du nombre et de la complexité des demandes. Cette situation, jumelée à la pénurie chronique de personnel scientifique qualifié, a provoqué un arriéré croissant des demandes à traiter. Cet arriéré cause des retards considérables dans l'émission d'ordres de conformité aux demandeurs à propos des fiches signalétiques généralement non conformes qui sont en attente d'examen. Par voie de conséquence, ceci expose les travailleurs canadiens à un risque plus élevé.



Table des matières

TâgàTM' VINOITS PARTIN MINOITS AS	LC
SECTION III – RENSEIGNEMENTS SUPPLÉMENTAIRES	97
SECTION II ANALYSE DES ACTIVITÉS DE PROGRAMME PAR RÉSULTAT STRATÉGIQUE	77
Plans et priorités ministériels	91
Renseignements sommaires	9
Déclaration de la direction	ς
Message de la directrice générale et première dirigeante	3
SECTION I – SURVOL	3



Conseil de contrôle des renseignements relatifs aux matières dangereuses

6007-8007

Rapport sur les plans et les priorités

Tony Clement Ministre de la Santé

Canada

Les documents budgétaires

Chaque année, le gouvernement établit son budget des dépenses, qui présente l'information à l'appui des autorisations de dépenser d'un projet de loi de crédits déposé au Parlement au moyen d'un projet de loi de crédits déposé au Parlement. Le budget des dépenses, qui est déposé à la Chambre des communes par le président du Trésor, comporte trois parties :

Partie I – Le Plan de dépenses du gouvernement présente un aperçu des dépenses fédérales et résume les principaux éléments du budget principal des dépenses.

Partie II – Le budget principal des dépenses étaye directement la Loi de crédits. Le budget principal des dépenses énonce les autorisations de dépenser (crédits) et les sommes à inclure dans les projets de loi de crédits que le Parlement doit adopter afin que le gouvernement puisse mettre en application ses plans de dépenses. Les Parties I et II du budget des dépenses sont déposées simultanément le l^{et} mars ou avant.

Partie III - Le Plan de dépenses du ministère est divisé en deux documents:

- Les rapports sur les plans et les priorités (RPP) sont des plans de dépenses établis par chaque ministère et organisme (à l'exception des sociétés d'État). Ces rapports présentent des renseignements plus détaillés, pour une période de trois ans, sur les principales priorités d'une organisation, et ce, par objectif stratégique, activité de programme et résultat prévu, incluant des liens aux besoins en ressources connexes. Les RPP contiennent également des données sur les besoins en ressources humaines, les grands projets d'immobilisations, les subventions et contributions, et les coûts nets des programmes. Ils sont déposés au Parlement par le président du Conseil du Trésor au nom des ministres responsables des ministères et des organismes qui dépendent des crédits parlementaires et qui sont désignées aux annexes I, I.1 et II de la Loi sur lu gestion des finances publiques. Ces documents sont habituellement déposés au plus tard le 31 mars, pour renvoi aux comités qui peuvent ensuite faire rapport à la Chambre des communes conformément au paragraphe 81(7) du Règlement.
- Les rapports ministèriels sur le rendement (RMR) rendent compte des réalisations de chaque ministère et organisme en fonction des attentes prévues en matière de rendement qui sont indiquées dans leur RPP. Ces rapports sur le rendement, qui portent sur la dernière année financière achevée, sont déposés au Parlement en automne par le président du Conseil du Trésor au nom des ministères responsables des ministères et des organismes qui dépendent des crédits parlementaires et qui sont désignés aux annexes I, I.1 et II de la Loi sur la gestion des finances publiques.

Le budget supplémentaire des dépenses étaye directement la Loi de crédits. Le budget supplémentaire des dépenses énonce les autorisations de dépenser (crédits) et les sommes à inclure dans les projets de loi de crédits que le Parlement doit adopter afin que le gouvernement puisse mettre en application ses plans de dépenses. Le budget supplémentaire des dépenses est habituellement déposé deux fois par année, soit un premier document à la fin octobre et un document final à la fin février. Chaque budget supplémentaire des dépenses est caractérisé par une lettre alphabétique (A, B, C, etc.). En vertu de circonstances spéciales, plus de deux budgets supplémentaires des dépenses peuvent être publiés au cours d'une même année.

Le budget des dépenses de même que le Budget du ministre des Finances sont le reflet de la planification budgétaire annuelle de l'État et de ses priorités en matière d'affectation des ressources. Ces documents, auxquels viennent s'ajouter par la suite les Comptes publics et les rapports ministériels sur le rendement, aident le Parlement à s'assurer que le gouvernement est dûment comptable de l'affectation et de la gestion des fonds publics.

©Sa Majesté la Reine du chef du Canada, représentée par le Ministre des Travaux publics et Services gouvernementaux, 2008.

Ce document est disponible en médias substituts sur demande.

Ce document est disponible sur le site Web du SCT à l'adresse suivante : www.tbs-sct.gc.ca.

En vente chez votre libraire local ou par la poste auprès de : Éditions et Services de dépôt Travaux publics et Services gouvernementaux Canada Ottawa ON KIA OSS

Téléphone: 613-941-5995

Commandes seulement: 1-800-635-7943 (Canada et E.-U.)
Telécopieur: 613-954-5779 ou 1-800-565-7757 (Canada et É.-U.)

Internet: http://publications.gc.ca

No. de catalogue : BT31-2/2009-III-80 ISBN : 978-0-660-63586-6



Conseil de contrôle des renseignements relatifs aux matières dangereuses Canada

Sudget des dépenses 2008-2009

Partie III - Rapport sur les plans et les priorités





Health Canada



2008–09 Estimates

Part III—Report on Plans and Priorities



The Estimates Documents

Each year, the government prepares Estimates in support of its request to Parliament for authority to spend public monies. This request is formalized through the tabling of appropriation bills in Parliament. The Estimates, which are tabled in the House of Commons by the President of the Treasury Board, consist of the following:

Part I—The Government Expense Plan provides an overview of federal spending and summarizes the key elements of the Main Estimates.

Part II—The Main Estimates directly support the Appropriation Act. The Main Estimates identify the spending authorities (votes) and amounts to be included in subsequent appropriation bills. Parliament will be asked to approve these votes to enable the government to proceed with its spending plans. Parts I and II of the Estimates are tabled concurrently on or before March 1.

Part III—Departmental Expenditure Plans, which is divided into two components:

- 1) Reports on Plans and Priorities (RPP) are individual expenditure plans for each department and agency (excluding Crown corporations). These reports provide increased levels of detail over a three-year period on an organization's main priorities by strategic outcome(s), program activity(ies) and planned/expected results, including links to related resource requirements. The RPPs also provide details on human resource requirements, major capital projects, grants and contributions, and net program costs. They are tabled in Parliament by the President of the Treasury Board on behalf of the ministers who preside over the appropriation-dependent departments and agencies identified in Schedules I, I.1 and II of the Financial Administration Act. These documents are usually tabled on or before March 31 and referred to committees, which may then report to the House of Commons pursuant to Standing Order 81(7).
- 2) Departmental Performance Reports (DPR) are individual department and agency accounts of results achieved against planned performance expectations as set out in respective RPPs. These Performance Reports, which cover the most recently completed fiscal year, are tabled in Parliament in the fall by the President of the Treasury Board on behalf of the ministers who preside over the appropriation dependent departments and agencies identified in Schedules I, I.1 and II of the Financial Administration Act.

Supplementary Estimates directly support an Appropriation Act. The Supplementary Estimates identify the spending authorities (votes) and amounts to be included in the subsequent appropriation bill. Parliamentary approval is required to enable the government to proceed with its spending plans. Supplementary Estimates are normally tabled twice a year, the first document in late October and a final document in late February. Each Supplementary Estimates document is identified alphabetically A, B, C, etc. Under special circumstances, more than two Supplementary Estimates documents can be published in any given year.

The Estimates, along with the Minister of Finance's Budget, reflect the government's annual budget planning and resource allocation priorities. In combination with the subsequent reporting of financial results in the Public Accounts and of accomplishments achieved in DPRs, this material helps Parliament hold the government to account for the allocation and management of public funds.

©Her Majesty the Queen in Right of Canada, represented by the Minister of Public Works and Government Services, 2008.

This document is available in multiple formats upon request.

This document is available on the TBS website at the following address: http://www.tbs-sct.gc.ca.

Available through your local bookseller or by mail from Publishing and Depository Services Public Works and Government Services Canada Ottawa ON KIA OS5

Telephone: 613-941-5995

Orders Only: 1-800-635-7943 (Canada and U.S.A.) Fax: 613-954-5779 or 1-800-565-7757 (Canada and U.S.A.)

Internet: http://publications.gc.ca

Catalogue No.: BT31-2/2009-III-29 ISBN: 978-0-660-63583-5

Health Canada

2008-2009 Report on Plans and Priorities

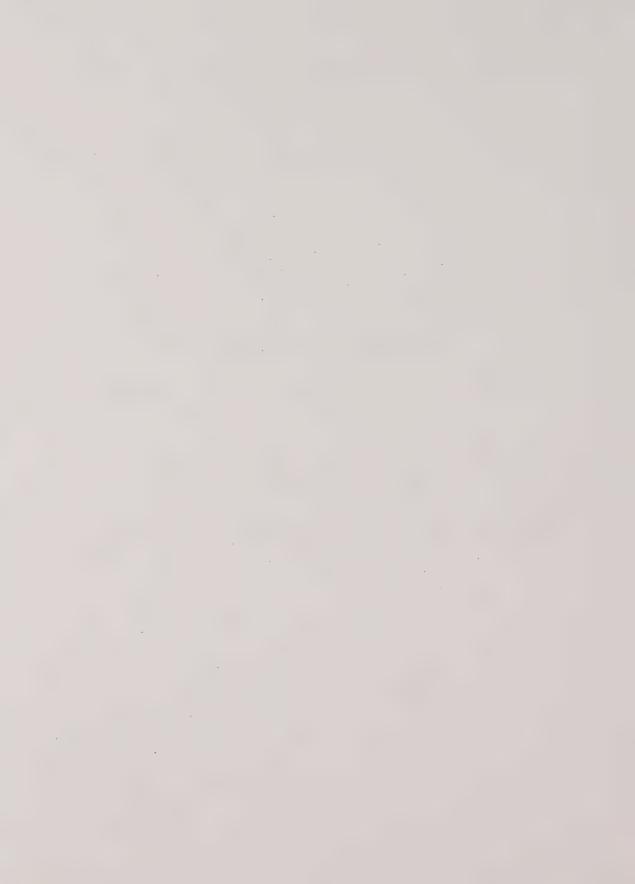


Table of Contents

Section 1 • 2008 - 2009 Departmental Overview

Wilfister's Wessage	5
Management Representation Statement	7
Raison d'être	8
Organizational Information	8
Health Portfolio Overview	8
About Health Canada	8
Health Canada: A Partner in an Interwoven Community of Stakeholders	10
Health Canada's Organizational Structure	10
Health Canada's Organizational Chart	11
Health Canada at a Glance	12
Program Activity Architecture (PAA) Crosswalk	13
Voted and Statutory Items Displayed in the Main Estimates	14
Planned Spending and Full-time Equivalents	15
Summary Information	19
Departmental Priorities	20
Program Activities by Strategic Outcome	20
Departmental Plans and Priorities	
Our Operating Environment	
Departmental Priorities	
Sustainable Development	
Section 2 · Analysis of Program Activities by Strategic Outcom	
Accessible and Sustainable Health System Responsive to the Health Needs of Canadians	
Program Activity - Canadian Health System	
Key Program / Service: Health System Renewal	
Program Activity - Canadian Assisted Human Reproduction	
Program Activity - International Health Affairs	
Access to Safe and Effective Health Products and Food and Information for Healthy Choices	37
Program Activity - Health Products	
Key Program / Service: Pharmaceutical Human Drugs	40
Key Program / Service: Medical Devices	41

Program Activity - Food and Nutrition Key Program / Service: Food Borne Pathogens Key Program / Service: Food Borne Chemical Contaminants Key Program / Service: Novel Foods Key Program / Service: Nutrition Endnotes	43 44 45 46
Reduced Health and Environmental Risks from Products and Substances, and Healthy, Sustainable Living and Working Environments Program Activity - Sustainable Environmental Health Key Program / Service: Air Quality Key Program / Service: Water Quality Key Program / Service: Chemical Management Key Program / Service: Passenger Conveyances Key Program / Service: Emergency Preparedness	51 52 53 53
Program Activity - Consumer Products Key Program / Service: Consumer Product Safety	
Program Activity - Workplace Health	59 59
Program Activity - Substance Use and Abuse Key Program / Service: Tobacco Key Program / Service: Alcohol Key Program / Service: Controlled Substances	61 62
Program Activity - Pesticide Regulation Key Program / Service: Evaluation of New Products Key Program / Service: Re-evaluation of Older Products	64
Better Health Outcomes and Reduction of Health Inequalities Between First Nations and Inuit and Other Canadians. Program Activity - First Nations and Inuit Health Programming and Services Key Program / Service: First Nations and Inuit Community Programs Key Program / Service: First Nations and Inuit Health Protection and Public Health Key Program / Service: First Nations and Inuit Primary Care Key Program / Service: Non-Insured Health Benefits (Supplementary) for First Nations and Inuit Key Program / Service: Governance and Infrastructure Support to First Nations and Inuit Health System First Nations and Inuit Programs and Services and Web Links	66 68 69 70 71

Section 3 · Supplementa de la	
Table 1: Departmental Links to the Government of Canada Outcomes	76
Table 2: Sustainable Development Strategy	77
Section 4 • Other Items	
Health Canada's Regional Operations – An Overview	86
Regionally-Responsive Service Delivery	86
Outreach and Information	86
Collaboration with Regional Partners	87
Advancing the Science Agenda	88
Science Advice	88
Science Management	88
Science Promotion	89





2008 - 2009 DEPARTMENTAL OVERVIEW



1. Minister's Message



It is my pleasure to present to you Health Canada's 2008-2009 Report on Plans and Priorities. Health Canada is committed to making this country's population among the healthiest in the world.

Health continues to be important for the Government of Canada. As Minister of Health, I am pleased to see that this report builds on the progress we made in 2007. In the last planning period, we followed through on our commitment to establish Patient Wait Times Guarantees. All ten provinces and three territories agreed to establish guarantees by 2010, supported by more than \$600 million in federal funding. In the coming period, we will support provinces and territories as they work to reach their goals.

In 2007, we successfully created the Mental Health Commission of Canada. This Government committed \$55 million over five years, which will enable the Commission to serve as the national focal point for mental health and mental illness. In 2008-09, the Government of Canada will support the Commission as it builds the national approach we need to improve the quality of life for Canadians and their families dealing with mental illness.

Canadians have told us they are concerned about the safety of the food and products they buy and use, and our government shares these concerns. The 2007 Speech from the Throne committed to introducing measures on food and product safety to ensure that families can have confidence in the quality and safety of what they buy. That is why this government

announced the Food and Consumer Safety Action Plan, a comprehensive set of proposed new measures that will make Canadians safer by introducing tougher federal legislation and regulation of food, health and consumer products.

Our government is keenly aware of the important link between health and the environment. As highlighted in the 2007 Speech from the Throne, Health Canada will continue to work with its partners to continue carrying out health and environment initiatives such as the Chemicals Management Plan, Clean Air Agenda and National Water Strategy.

On a related note, our Government will continue efforts to improve clean drinking water in Aboriginal communities. We will also work to improve First Nations and Inuit health outcomes by continuing to develop the first-ever Patient Wait Times Guarantees for federally funded health services in First Nations communities. We will continue working to improve the overall health of First Nations and Inuit people, support the availability of and access to quality health programs and services, and develop capacity to support delivery of health services by First Nations and Inuit communities.

This planning period will also include continuing efforts to inform and protect Canadian families against the perils of controlled and illicit substances. We will work toward further driving down the prevalence of smoking among Canadian youth and implementing the National Anti-Drug Strategy to reduce both the supply and demand of illicit substances to safeguard our communities and

benefit individual health.

In striving to get results for Canadians on all health matters, sound science is the basis of all of our Department's decisions and actions. As a result, Health Canada is working to develop a Science and Technology Strategy (S&T) that will strengthen the role of S&T within the Department, position Health Canada's S&T efforts to support government-wide activities,

and allow the Department to develop a consistent set of science priorities over the next five to ten years.

This report is forward looking and responsive to Canadians' health needs. Health Canada remains committed to working to protect the health and safety of Canadians.

Tony Clement
Minister of Health, and Minister for the Federal
Economic Development Initiative for Northern Ontario

2. Management Representation Statement

I submit for tabling in Parliament the 2008–09 Report on Plans and Priorities for Health Canada.

This document has been prepared based on the reporting principles contained in the Guide to the Preparation of Part III of the 2008–09 Estimates: Reports on Plans and Priorities and Departmental Performance Reports:

- it adheres to the specific reporting requirements outlined in the Treasury Board of Canada Secretariat quidance;
- it is based on the department's strategic outcomes and program activities that were approved by the Treasury Board;
- it presents consistent, comprehensive, balanced, and reliable information;
- it provides a basis of accountability for the results achieved with the resources and authorities entrusted to it; and
- it reports finances based on approved planned spending numbers from the Treasury Board of Canada Secretariat

Morris Rosenberg

Deputy Minister of Health

Health Canada's 2008-2009 Report on Plans and Priorities

The Report on Plans and Priorities is Health Canada's key planning and priority-setting document. It provides an overview of the work of the Department, the external and internal challenges it faces and the expected results that will be delivered to Canadians in the coming three years. It also summarizes planned expenditures and outlines performance measurement activities.

3. Raison d'être

Health Canada was established in 1996 through the Department of Health Act. It is the federal department responsible for helping Canadians maintain and improve their health. Health Canada is committed to improving the lives of all Canadians and to making this country's population among the healthiest in the world as measured by longevity, lifestyle and effective use of the public health care system.

4. Organizational Information

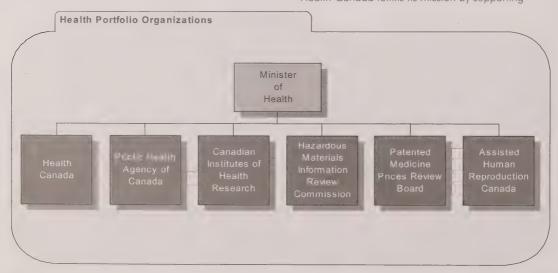
HEALTH PORTFOLIO OVERVIEW

The Minister of Health is supported by the Health Portfolio which comprises Health Canada, the Public Health Agency of Canada, the Canadian Institutes of Health Research, the Hazardous Materials Information Review Commission, the Patented Medicine Prices Review Board, and the Assisted Human Reproduction Canada. Each member of the Portfolio prepares its own Report on Plans and Priorities.

The Health Portfolio consists of approximately 12,000 full-time equivalents and an annual budget of over \$3.8 billion. Health Canada provides policy leadership and coordination among portfolio members as appropriate to ensure a coherent approach to addressing health priorities.

ABOUT HEALTH CANADA

Health Canada fulfills its mission by supporting



activities that preserve Canada's health care system; enhance and protect the health of Canadians; and communicate with Canadians about health promotion, disease prevention and safety messaging through the following roles and responsibilities:

- Leader/partner through the administration of the Canada Health Act, which embodies national principles to ensure a universal and equitable publicly-funded health care system, and through collaboration with provincial and territorial partners and stakeholders on reform initiatives;
- Funder through policy support for the federal government's Canada Health Transfer to provinces and territories, the transfer of funds to First Nations and Inuit organizations and communities for community health services delivery, and grants and contributions to various organizations to help meet Health Canada's objectives;
- Guardian/regulator through legislation and regulation of drugs and medical devices, consumer products and food, pesticides, chemicals, nuclear and radiological safety, illicit drugs, and through the use of science to assess health risks to Canadians and put into place mechanisms to mitigate these risks;
- Service provider through the provision of health services to First Nations and Inuit (public health and community health programs on-reserve and in Inuit communities outside of the territories, noninsured health benefits coverage regardless of residence, select primary care services on-reserve in remote and isolated areas where no provincial services are readily available); and,
- Information provider through the generation and sharing of knowledge and information on which personal decisionmaking, regulations and standards, and innovation in health rely.

HEALTH CANADA: A PARTNER IN AN INTERWOVEN COMMUNITY OF STAKEHOLDERS

The responsibility for promoting, protecting and improving the health of Canadians does not rest solely with a specific level of government, the health professions or Canadians themselves. The responsibility rests within an interwoven community of collaborating stakeholders that each contributes to this goal. Outside of the Health Portfolio, Health Canada frequently relies on collaboration with many other groups and organizations, including:

- provinces and territories who bear primary responsibility for health care administration and delivery, and have their own roles in health protection and promotion. A strong relationship with provincial and territorial counterparts is a critical factor in achieving our mandate;
- Aboriginal organizations at the national, regional and local levels. To set priorities, deliver programs and services effectively, it is essential to work with these organizations in several ways, from shaping overall policy to devolving program responsibility where local capacity is in place;
- national health organizations in recent years, the institutional landscape in health has evolved with the establishment of new organizations to advance key priorities in health care, typically involving shared governance between the federal and provincial and territorial governments;
- scientific organizations both nationally and internationally, ranging from the universities and academic research institutes and networks to specialized agencies such as the World Health Organization; and,
- stakeholders from industry groups to health charities to public policy advocates to health professionals such as physicians and nurses, the range of stakeholders

relating to the Department is enormous. Some of the Minister's and Department officials' time will be given to stakeholder relations; they are a source of ideas, advice, criticism, support, information, and pressure for action.

HEALTH CANADA: A SCIENCE-BASED DEPARTMENT

Health Canada depends on sound science and research to fulfill its regulatory and policy mandate. In 2006-07, the Department spent an estimated \$331 million on science and technology (S&T), consisting of \$63 million on research and development (R&D) and \$268 million on related scientific activities (RSA). Of the \$331 million S&T expenditures, \$307 million was for internal S&T activities and \$24 million was for S&T activities conducted outside of Health Canada.

Because of the scope of Health Canada's RSA and R&D responsibilities, the Department depends on the work of scientists in a range of fields, including the natural and life sciences and social sciences. These scientists conduct the RSA and R&D that the Department needs to address science challenges in support of its mandate. In 2006-07, Health Canada employed 2,900 science personnel, one quarter of whom undertake R&D with the remainder undertaking RSA activities (e.g. using science for policy and regulatory decision making). Departmental scientists work at the Department's headquarters and in various laboratories located across the country.

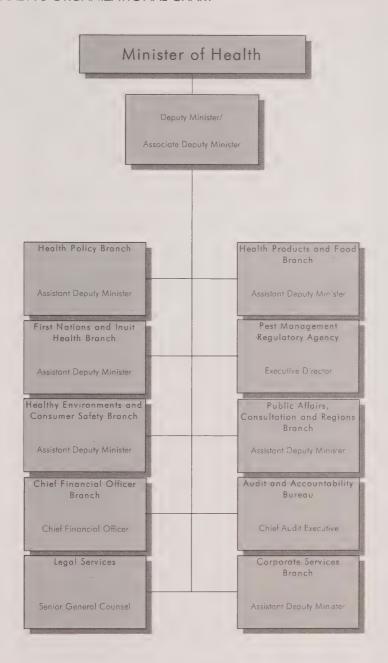
Departmental scientists perform a wide variety of essential functions, they provide leading-edge science, sound policy research, and effective program and service development; provide knowledge to Canadians, health care workers and other public and private sector stakeholders to enable them to make sound choices to protect health and the environment, through research, evaluation, risk assessment, risk management and surveillance; monitor and research the health threats from environmental factors such as toxic substances, air and water pollution, climate change; and foster sound decision-making and policy-development by all stakeholders to help reduce health risks.

Health Canada is working to further strengthen and enhance its science activities. For example, the Department is working to develop a S&T Strategy that will strengthen the role of S&T within the Department, ensure responsiveness to current and future needs of Canadians, strategically position Health Canada's S&T efforts relative to government-wide S&T activities, and allow the Department to develop a consistent set of science priorities over the next five to ten years.

HEALTH CANADA'S ORGANIZATIONAL STRUCTURE

Health Canada has approximately 8,700 full-time equivalents across Canada. Roughly one third work outside the National Capital Region, providing close proximity to communities and clients, thereby facilitating the design and delivery of programs and services that are responsive to local issues, priorities, and needs of the diverse regions of Canada.

HEALTH CANADA'S ORGANIZATIONAL CHART



HEALTH CANADA AT A GLANCE

Type of Organization	Federal department, funded by Parliament
Mission	To help the people of Canada maintain and improve their health
Vision	Improving the lives of all Canadians and making this country's population among the healthiest in the world as measured by longevity, lifestyle and effective use of the public health care system
Strategic Outcomes	Accessible and Sustainable Health System Responsive to the Health Needs of Canadians Access to Safe and Effective Health Products and Food and Information for Healthy Choices Reduced Health and Environmental Risks from Products and Substances, and Sustainable Living and Working Environments Better Health Outcomes and Reduction of Health Inequalities Between First Nations and Inuit and Other Canadians
Government of Canada Outcomes Directly Supported	Healthy Canadians A safe and secure world through international co-operation A clean and healthy environment
Enabling Legislation	Department of Health Act
Acts Administered	Assisted Human Reproduction Act Canada Health Act Controlled Drugs and Substances Act Food and Drugs Act Hazardous Products Act Pest Control Products Act Pesticide Residue Compensation Act Radiation Emitting Devices Act Tobacco Act Canadian Environmental Protection Act, 1999 (co-administered)
Program Activities	Canadian Health System Canadian Assisted Human Reproduction International Health Affairs Health Products Food and Nutrition Sustainable Environmental Health Consumer Products Workplace Health Substance Use and Abuse Pesticide Regulation First Nations and Inuit Health Programming and Services
Reporting to Parliament	Health Canada reports to Parliament through the Minister of Health.

5. Program Activity Architecture (PAA) Crosswalk

	Total	337.1	264 4	377.3	60.5	2.156.0	3,195.3
	First Nations and Inuit Health Programming and Services					2,156.0	2,156
	Pesticide Regulation				60.5		60.5
	Substance Use and Abuse			152.9			152.9
	Workplace Health			34.8			34.8
	Consumer Products			24.2			24.2
- 09	Sustainable Environmental Health			165.4			165.4
2008 - 09	Food and Nutrition		77.9				77.9
	Health		186.5				186.5
	International Health Affairs	28.7					28.7
	Canadian Assisted Human Reproduction	2.1					2.1
	Canadian Health System	306.3					306.3
	(\$ millions)	Health Policy, Planning and Information	Health Products and Food	Healthy Environments and Consumer Safety	Pest Control and Product Regulation	First Nations and Invit Health	Total

Note: These figures represent planned spending adjustments to main estimates.

6. Voted and Statutory Items Displayed in the Main Estimates

(\$ millions)			
Vote or Statutory Item	Truncated Vote or Statutory Wording	2008-09 Main Estimates	2007-08 Main Estimates
1	Operating expenditures	1,661.6	1,691.0
5	Capital expenditures	60.0	. 0.0
10	Grants and contributions	1,358.1	1,225.9
(S)	Minister of Health - Salary and motor car allowance	0.1	0.1
(S)	Contributions to employee benefit plans	110.9	111.3
	Total Department	3,190.7	3,028.3

The difference between the 2008-09 Main Estimates and the 2007-08 Main Estimates is due to various increases and decreases to the reference levels, of which some of the major increases are related to: the Canadian Institute for Health Information, the National Anti-Drug Strategy, the Mental Health Commission of Canada, the implementation of the Patient Wait Times Guarantee Pilot Project Fund, and the yearly growth of the Indian Envelope.

7. Planned Spending and Full-time Equivalents

(\$ millions)	Forecast Spending 2007-08	Planned Spending 2008-09	Planned Spending 2009-10	Planned Spending 2010-11
Canadian Health System	225.3	306.3	304.9	291.7
Canadian Assisted Human Reproduction	2.1	2.1	2.1	2.1
International Health Affairs	28.8	28.7	28.4	28.1
Health Products	222.6	222.4	219.8	216.5
Food and Nutrition	77.5	79.3	77.6	77.2
Sustainable Environmental Health	147.9	166.8	181.1	157.9
Consumer Products	24.0	24.6	25.1	24.8
Workplace Health	48.4	48.3	46.8	46.3
Substance Use and Abuse	134.0	152.9	151.5	148.0
Pesticide Regulation	60.1	67.4	68.1	68.2
First Nations and Inuit Health Programming and Services	2,126.9	2,161.5	2,206.8	2,039.1
Budgetary Main Estimates (gross)	3,097.6	3,260.3	3,312.2	3,099.9
Less: Respendable revenue	69.3	69.6	69.6	69.6
Total Main Estimates	3,028.3	3,190.7	3,242.6	3,030.3
Adjustments: (1)				
Supplementary Estimates:				
Funding to administer programs that support the delivery of health services to First Nations and Inuit populations	74.8			
Providing funding to the Canadian Institute for Health Information through the Health Information Initiative	56.8			
Funding for program integrity pressures: Natural Health Products and Public Service Health Program	25.9			

(\$ millions)	Forecast Spending 2007-08	Planned Spending 2008-09	Planned Spending 2009-10	Planned Spending 2010-11
Funding to implement the Prevention and Treatment Action Plans of the National Anti- Drug Strategy focussing on educating, marketing and treatment initiatives (horizontal item)	10.6			
Funding for the Indian Residential Schools Resolution Health Support Program, a component of the Settlement Agreement to address the Indian Residential Schools Legacy	7.5			
Funding for the Phase II of the Response to Bovine Spongiform Encephalopathy (BSE) in the areas of Risk Assessment and Targeted Research	5.9			
Contribution towards the start-up of the Mental Health Commission of Canada	5.5			
Funding related to government advertising programs (horizontal item)	5.1			
Funding for pest management controls for the evaluation and registration of new low-risk pesticides and increasing the use of evidence-based risk assessments	3.8			
Funding to support the implementation of a Patient Wait Times Guarantee Pilot Project Fund to provide an accessible and sustainable health system responsive to the needs of Canadians	2.6			
Funding for enhanced enforcement activities relating to the National Anti-Drug Strategy that are aimed at reducing the supply and demand for illicit drugs (horizontal item)	1.9			
Transfer from National Defence - For the participation in the Chemical, Biological, Radiological, and Nuclear Research and Technology Initiative	0.8			
Funding to undertake projects related to the development and application of biotechnology (Canadian Biotechnology Strategy) (horizontal item)	0.7			

(\$ millions)	Forecast Spending 2007-08	Planned Spending 2008-09	Planned Spending 2009-10	Planned Spending 2010-11
Funding related to the assessment, management and remediation of federal contaminated sites (horizontal item)	0.6			
Funding for the environmental clean up of the Sydney Tar Ponds and Coke Ovens Sites in the Muggah Creek Watershed	0.5			
Funding for activities that are essential to the continued implementation of the <i>Public Service Modernization Act</i> (horizontal item)	0.4			
Funding in support of the Federal Accountability Act to evaluate all ongoing grant and contribution programs every five years (horizontal item)	0.4			
Transfer from the Public Health Agency of Canada - to support the public health library which, as part of the Science Library Network, provides information and document services to support research and regulatory activities	0.3			
Funding for the costs of hosting the 12th Summit of la Francophonie in Quebec City in 2008 (horizontal item)	0.2			
Funding to strengthen the central agency regulatory function of the Treasury Board Secretariat and to establish a Centre of Regulatory Expertise (horizontal item)	0.1			
Transfer from Canadian Heritage - for the development of Official Language Minority Communities (Interdepartmental Partnership with the Official Language Communities)	0.1			
Transfer to the Public Health Agency of Canada - to support the Canadian Health Services Research Foundation's Community Health Nursing Study	-0.1			
Transfer to Public Service Human Resources Management Agency of Canada - to support the National Managers' Community	-0.1			

(\$ millions)	Forecast Spending 2007-08	Planned Spending 2008-09	Planned Spending 2009-10	Planned Spending 2010-11
Transfer to Environment Canada - to assess the health and economic impacts of air pollution across Canada	-0.1			
Transfer to the Canadian Institutes of Health Research - to support Aboriginal youth suicide prevention research	-0.2			
Transfer to Foreign Affairs and International Trade - to provide support to departmental staff located at missions abroad	-0.3			
Transfer to the Canadian Institutes of Health Research - to provide funding and support for grants and awards through the Open Grants competition	-0.3			
Transfer to Indian and Northern Affairs Canada - for amendments to the self- government financial transfer agreements with ten Yukon First Nations	-0.5			
Transfer to the Public Health Agency of Canada - to adjust for the allocation of resources following the transfer of the control and supervision of the Population and Public Health Branch	-0.6			
Transfer to Justice - to implement the Prevention and Treatment Action Plans of the National Anti-Drug Strategy focussing on educating, marketing and treatment initiatives (horizontal item)	-0.6	,		
Less: Spending authorities available	-47.9			
Other adjustments:				
Operating budget carry forward (horizontal item)	54.3			
Collective Agreements	16.6			
Implementation of the Policy on Internal Audit (TB Vote 10)	1.1			
Biotechnology Budget 99 Genomics		4.0	4.0	4.0

(\$ millions)	Forecast Spending 2007-08	Planned Spending 2008-09	Planned Spending 2009-10	Planned Spending 2010-11
Fulfilling outstanding obligations under Canadian Environmental Protection Act, 1999				25.0
Newfoundland Indians - to recognize a landless band and for the registration of Newfoundland Indians			8.1	8.4
Funding for Winter Olympics - includes operations for Paralympic Games		0.6	2.0	
Total Adjustments	· 225.6	4.6	14.1	37.4
Total Planned Spending (2)	3,253.9	3,195.3	3,256.7	3,067.7
Less: Non-respendable revenue	8.9	8.9	8.9	8.9
Plus: Cost of services received without charge (3)	93.5	93.3	94.3	93.5
Total Departmental Spending	3,338.5	3,279.7	3,342.1	3,152.3
Full-time Equivalents (4)	9,178	9,106	9,141	8,951

⁽¹⁾ Adjustments reflect Supplementary Estimates for 2007-08 and future year approvals not reflected in the 2008-09 Main Estimates.

(2) Refer to Section 2 for an explanation by program activity of year-over-year fluctuations.

8. Summary Information

Financial Resources (\$ millions)

2008-09	2009-10	2010-11
3,195.3	3,256.7	3,067.7

⁽³⁾ Includes the following services received without charge: accommodation charges (Public Works and Government Services Canada); Contributions covering employers' share of employees' insurance premiums and expenditures (Treasury Board Secretariat); Workers' Compensation (Human Resources and Skills Development Canada); and Legal Services (Department of Justice Canada).

⁽⁴⁾ Full-time equivalents reflect the human resources that the department uses to deliver its programs and services. This number is based on a calculation that considers full-time, term, casual employment, and other factors such as job sharing.

Human Resources

2008-09	2009-10	2010-11
9,106	9,141	8,951

DEPARTMENTAL PRIORITIES

Name	Towns
Contributing to the improvement of the health of Canadians	Ongoing
2. Reducing the risks to the health of the people of Canada	Ongoing
Working with others to strengthen the efficiency and effectiveness of the publicly funded health care and health system	7- Ongoing
4. Strengthening accountability to Parliament and the public	Ongoing

PROGRAM ACTIVITIES BY STRATEGIC OUTCOME

	Planned Spending							
(\$ millions)	Expected Results	2008-09	2009-10	2010-11	Contributes to the following priority			
	Strategic Outcome # 1: Accessible and Sustainable Health System Responsive to the Health Needs of Canadians							
Program Activity: Canadian Health System	Improved health care system planning and performance Enhanced capacity of governments and stakeholders to support health system planning Awareness and understanding among health sector decision-makers and the public of the factors affecting accessibility, quality and sustainability of Canada's health-care system and the health of Canadians	306.3	304.9	291.8				

		Ple	anned Spendi	ng		
(\$ millions)	Expected Results	2008-09	2009-10	2010-11	Contributes to the following priority	
Program Activity: Canadian Assisted Human Reproduction • Increased input of Canadian stakeholders on AHR technologies • Increased knowledge of the application of AHR procedures in Canada • Increased number of AHR regulations to protect the health and safety, dignity, and rights of Canadians using AHR technologies • Health and safety risks related to AHR technologies addressed		2.1	2.1	2.1		
Program Activity: International Health Affairs	Enhance knowledge base and intersectoral collaboration on global health issues Influencing the global health agenda for the benefit of Canadians Global health policies for the benefit of Canadians	28.7	28.4	28.2		
	Strategic Outcome # 2: Access to Safe and Effective Health Products and Food and Information for Healthy Choices					
Program Activity: Health Products	Increased regulatory system response to health product-related health risks Increased awareness and/or knowledge of health products issues	186.5	184.1	180.9		

		PI	anned Spendi	ng	
(\$ millions)	Expected Results	2008-09	2009-10	2010-11	Contributes to the following priority
Program Activity: Food and Nutrition • Reduction of the exposure to disease-causing food-borne micro-organisms and environmental agrochemical contaminants, food allergens • Increased level of informed choices/healthy decisions related to food quality and food safety		77.9	76.3	76.0	
	# 3: Reduced Health and Environstainable Living and Working En		from Products	and	Priorities 1, 2 and 4
Program Activity: Sustainable Environmental Health	and Sustainable Living and Working Envivity: • Timely regulatory system response to health risks		179.9	177.6	

		Pl	anned Spendi	ng	
(\$ millions)	Expected Results	2008-09	2009-10	2010-11	Contributes to the following priority
Program Activity: Consumer Products • Declining trends in levels of risk, adverse reactions, illnesses, and injuries from hazardous products, substances, cosmetic products, and radiation emitting devices • Adherence to Acts and Regulations • Canadians are knowledgeable/aware of the health risks of exposure to hazardous products, substances, cosmetic products, and radiation emitting devices		24.2	24.6	26.6	
Program Activity: Workplace Health	Timely system response to public service employees with psycho-social problems Internationally Protected Persons and Canadian Public Servants are protected during visits and events from work-related and other risks to their health and safety Adherence to Acts, Regulations, and Guidelines	34.8	34.1	32.2	
Program Activity: Substance Use and Abuse	Reduced tobacco consumption Reduced abuse of drugs, alcohol, and other controlled substances	152.9	151.5	148.2	

		Pl	anned Spendi	ng	
(\$ millions)	Expected Results	2008-09	2009-10	2010-11	Contributes to the following priority
Program Activity: Pesticide Regulation	Declining trends in levels of risk from regulated pest control products Increased stakeholder awareness of risks and confidence in regulatory activities	60.5	61.2	61.3	
	Strategic Outcome # 4: Better Health Outcomes and Reduction of Health Inequalities Between First Nations and Inuit and Other Canadians				
Program Activity: First Nations and Inuit Health Programming and Services	Strengthened community programs; better health protection; improved primary health care; and access to non-insured health benefits to contribute to improved health status of First Nations and Inuit individuals, families and communities	2,156.0	2,209.6	2,042.8	

Note: Figures include amounts for other departmental and regional infrastructure costs supporting program delivery.

9. Departmental Plans and Priorities

OUR OPERATING ENVIRONMENT

Health Canada must respond to an ever-changing operating environment, one becoming more complex due to the rapid evolution of technology and the increasingly interconnected global community and marketplace. Protecting the health of Canadians in the face of these rapid changes becomes more challenging as we face many critical issues in Canada including demographic changes and stresses to our health care system. There are several key themes that will likely dominate the complex policy landscape for Health Canada for this planning period and beyond.

The Safety of Food, Health Products and Consumer Products

Recent incidents related to food, health and consumer products highlight gaps in protecting the health and safety of Canadians. The number of products and producers is vast and growing. Globalization has expanded supply chains across multiple boundaries, blurring the lines between imported and domestic products. Non-traditional suppliers in developing and emerging economies are now major players. Increasing the pace of innovation is critical for companies to survive. Consumers have more sources of information and have high expectations for industry and government.

Health and the Environment

On a daily basis, Canadians are exposed to a cocktail of environmental contaminants which pose risks to human health. Exposure to environmental contaminants is linked to a spectrum of health problems including cancers, asthma and other respiratory illnesses, as well as cardiovascular disease and developmental disorders in children. In addition, certain populations (children and those living in rural and remote populations) have been identified as being particularly at risk to health problems associated with exposure to environmental contaminants. While the Government of Canada has taken action to improve the environment, for example with the Chemicals Management Plan, there continue to be gaps with respect to understanding and reducing the risks that environmental contaminants may pose to human health (e.g. helping foster awareness in Canadians so that they can make wise choices to reduce their own health risks, better understanding what contaminants are finding their way into the Canadian population, and building a scientific evidence base that will answer questions about how exposure to contaminants may contribute to disease).

Shifting Demographics and the Health of Vulnerable Populations in Canada: Youth, Seniors and First Nations and Inuit

Climbing child obesity rates coupled with risky health behaviours lead many experts to believe that this may negatively impact Canada's youngest generation. By 2050, well over one-third of Canadians will be seniors (65+ years of age), above the forecasted Organisation for Economic Co-operation and Development (OECD) average. The Aboriginal population is younger and growing at twice the rate of the total population. Additional challenges remain as these populations face unique health challenges. For example, while Aboriginal Canadians are living longer, the status of their health continues to lag behind that of other Canadians.

The Capacity and Efficiency of the Health Care System

The sustainability of Canada's publicly-funded universal health care system is of great importance to Canadians. Demographic trends show that Canada's aging population could have large implications for the health care system. Looking at ways to meet the growing demand for health care as well as strengthening health promotion and prevention activities will be key to ensuring its sustainability.

Evolving Threats to Health from Infectious Disease, Both New and Re-emerging

With the rapid movement of people and consumer products around the world, potential infectious diseases can be within our borders in a matter of hours. Known diseases such as tuberculosis are reemerging or are continuing to spread in developing countries. Prevention, preparedness and response for infectious diseases will remain a key necessity for safeguarding the health of Canadians.

The Opportunities and Risks for the Health of Canadians from the Rapid Pace of Technological Development

New technologies are redefining all sectors, with the medical field poised to harness major benefits due to the application of biotechnology in treatment and diagnostics. New technologies are also finding their way into consumer markets, posing potential new risks to consumers and challenging regulatory agencies. Alternative energy technologies and new fuels are becoming more economical and popular worldwide, though their health and environmental impacts are not always considered.

DEPARTMENTAL PRIORITIES

Given the environment in which we operate and our key areas of interest for the planning period, Health Canada has established four departmental priorities to guide our responses to the challenges and opportunities facing the health of Canadians. These priorities reflect the Government of Canada's direction and commitments and serve as the drivers of our strategic outcomes and expected results for

Canadians as explained in Section II.

Our four departmental priorities are as follows:

- Contribute to the improvement of the health of Canadians
- 2. Reduce the risks to the health of the people of Canada
- Work with others to strengthen the efficiency and effectiveness of the publiclyfunded health care and health system
- 4. Strengthen accountability to Parliament and the public

Priority #1: Contribute to the improvement of the health of Canadians (ongoing)

Linkages to Strategic Outcomes:

Strategic Outcome #1 - Accessible and sustainable health system responsive to the health needs of Canadians

Strategic Outcome #2 - Access to Safe and Effective Health Products and Food and Information for Healthy Choices

Strategic Outcome #3 - Reduced Health and Environmental Risks from Products and Substances, and Healthy, Sustainable Living and Working Environments

Strategic Outcome #4 - Better Health Outcomes and Reduction of Health Inequalities Between First Nations and Inuit and Other Canadians

In order to meet the Government of Canada's objective to ensure healthy Canadians, Health Canada will continue to collaborate with provinces and territories and other partners to improve health system performance and health outcomes. For example, pilot projects on Patient Wait Times Guarantees are expected to yield lessons that will facilitate best outcomes for patients needing health services.

We will work to enable Canadians to make informed decisions and healthy choices about food and nutrition. We will also move forward with a number of initiatives to reduce and prevent tobacco consumption, and to combat alcohol and drug abuse. For example, Health Canada will work to

increase the number of smokers who quit and develop national alcohol guidelines to support a moderate and sensible use of alcohol.

Health Canada will continue to collaborate with its partners to reduce the health gap that exists between Aboriginal and non-Aboriginal Canadians. We will do this through continued implementation of health programs, initiatives and strategies in First Nations and Inuit communities that aim to improve health outcomes in areas such as children and youth, chronic disease (e.g. diabetes) and injury prevention, and mental health and addictions.

Priority #2: Reduce the risks to the health of the people of Canada (ongoing)

Linkages to Strategic Outcomes:

Strategic Outcome #1 - Accessible and sustainable health system responsive to the health needs of Canadians

 ${\color{red} \textbf{Strategic Outcome \#2}} \text{ - Access to Safe and Effective Health Products and Food and Information for Healthy Choices}$

Strategic Outcome #3 - Reduced Health and Environmental Risks from Products and Substances, and Healthy, Sustainable Living and Working Environments

Strategic Outcome #4 - Better Health Outcomes and Reduction of Health Inequalities Between First Nations and Inuit and Other Canadians

For the planning period, Health Canada will work with international partners to strengthen responses to possible global health threats to reduce risks to the health of Canadians.

As highlighted in the 2007 Speech from the Throne and in the Food and Consumer Safety Action Plan announced in December 2007, Health Canada will introduce measures on food and product safety to ensure that families have confidence in the quality and safety of what they buy. We will modernize our system to better inform and protect Canadians by legislating tougher federal government regulation of consumer, food and health products that is

designed to prevent, and not merely react to, problems. We will also ensure better safety information for consumers and guidance to industries

Health Canada will work to identify, assess and manage health risks from environmental factors, such as air pollutants and chemicals. We will also implement a new policy to address drinking water quality in First Nations communities to ensure access to safe drinking water.

Priority #3: Work with others to strengthen the efficiency and effectiveness of the publicly-funded health care and health system (ongoing)

Linkages to Strategic Outcomes:

Strategic Outcome #1 - Accessible and sustainable health system responsive to the health needs of Canadians

Strategic Outcome #4 - Better Health Outcomes and Reduction of Health Inequalities Between First Nations and Inuit and Other Canadians

Strengthening the efficiency and effectiveness of the publicly-funded health care system is essential to ensuring that it meets the needs of all Canadians. Health Canada will continue to work closely with provincial and territorial governments, as well as health organizations and other stakeholder groups to examine new and innovative ways to improve the sustainability and responsiveness of the health system so that Canadians have timely access to

appropriate and quality care. This includes efforts to improve the delivery of health care in First Nations and Inuit communities as well as the integration of health programs and services to better meet their needs.

Priority #4: Strengthen accountability to Parliament and the public (ongoing)

Linkages to Strategic Outcomes:

Strategic Outcome #1 - Accessible and sustainable health system responsive to the health needs of Canadians

Strategic Outcome #2 - Access to Safe and Effective Health Products and Food and Information for Healthy Choices

Strategic Outcome #3 - Reduced Health and Environmental Risks from Products and Substances, and Healthy, Sustainable Living and Working Environments

Strategic Outcome #4 - Better Health Outcomes and Reduction of Health Inequalities Between First Nations and Inuit and Other Canadians

Health Canada will continue to work towards improving accountability to Parliament and the public, enhancing the transparency of its decision-

making and improving communication with Canadians. Health Canada recognizes the need for

appropriate performance measurement to evaluate its work and report to Canadians.

OUR OPERATING PRIORITIES

Health Canada will continue to transform its human resources services in an effort to address the ongoing challenges that it faces in the recruitment and retention of qualified staff, particularly in the areas of science and technology. These challenges, which result in part from skills shortages in related areas of expertise and an ever-changing marketplace, make it difficult for the Department to keep up with rapidly evolving trends and knowledge in these areas, and to maintain the relevancy of related legislation and regulations. We will continue to implement innovative approaches to human resources services, including targeted recruitment and retention strategies, and various approaches to address healthy workplace enablers, such as continuing education, professional development and flexible hours of work.

In addition, Health Canada will develop a longterm laboratory strategy to ensure that its laboratory facilities are aligned with its business processes and to identify opportunities to establish partnerships with other federal departments, provincial and territorial governments, and private sector stakeholders. The immediate focus will be on evaluating existing laboratory facilities in order to identify those that require refurbishing. Similarly, we will develop a long-term office accommodation strategy to ensure that the Department's office accommodation and other non-laboratory facilities are also aligned with its business processes. Both strategies will be based on the overall Real Property Management Framework which the Department is currently developing.

Health Canada will also further integrate human resources planning into its business planning processes, with the objective of achieving full integration by 2009-10, a commitment which is highlighted in the Department's response to Public Service Renewal. The integration of strategic, operational and human resources planning will link human resources opportunities, risks and priorities directly to operational business objectives, which in turn flow from the Department's strategic outcomes.

Finally, Health Canada will continue to work with Health Portfolio partners to transform other internal services in support of more efficient program delivery, with the first focus being on an enterprise IT approach. We will continue our involvement in the Shared Services Initiative, following the recent move of some of our IT Helpdesk support services to Public Works and Government Services Canada (PWGSC). including operational alignment for network services. We will also explore the possibility of moving to a distributed computing environment. As well, we will continue to implement management improvement initiatives as necessary, including in the areas of project management, and financial management and control. Health Canada is also currently exploring with the Canada School of Public Service, the feasibility of the department providing certain financial management services to the School. In addition, we will continue to apply the Management Accountability Framework (MAF) at all management levels, and to integrate MAF expectations into the management culture of the Department. In December 2007, a new independent Departmental Audit Committee was launched, composed of a majority of members from outside of the Public Service. The governance of Health Canada's operations will be further strengthened when this Committee becomes fully functional in the coming year.

SUSTAINABLE DEVELOPMENT

For the period of 2007 to 2010, the focal point of Health Canada's efforts to achieve sustainable development is in the implementation of the department's fourth Sustainable Development Strategy (SDS). Departmental SDS targets will contribute to strategic outcomes of the departments in areas such as clean water, clean air, food safety, sustainable communities, and greening of operations. During this period, Health Canada will also be working with other federal departments to ensure policy and program integration efforts across government are properly taking social elements, such as the determinants of health, into consideration. For more information on Health Canada's Sustainable Development Strategy, please see Table 2 in Section 3 (p. 77) of this Report.



ANALYSIS OF PROGRAM ACTIVITIES BY STRATEGIC OUTCOME

Strategic Outcome: Accessible and Sustainable Health System Responsive to the Health Needs of Canadians

Under this program activity, we strive to develop effective policy responses to a range of priority, emerging and cross-cutting issues that impact the health of Canadians. There are many governmental and non-governmental organizations working towards improved health outcomes in Canada, including provincial and territorial departments of health, professional organizations, research organizations, the program branches of Health Canada, and the agencies within the federal Health Portfolio. Our objective is to promote the national coordination and development of a strong, shared knowledge base to address health and health care priorities for all Canadians. We also aim to facilitate health system adaptation to changes in technology, society, industry, and the environment, so that Canadians will continue to be protected from heath risks, have access to quality health care, and gain positive health benefits from information and innovation.

Serving as a regulator, a trustee, a partner, an enabler, an innovator, a knowledge broker, and a proponent of transparency, we help support the sustainability of Canada's health system. To Canadians, sustainability means the availability, maintenance and advancement of key attributes of Canada's publicly funded health care system such as accessibility, efficiency and effectiveness. In the face of shifting and growing health system demands, we develop policies to respond to these changes in supporting a sustainable health system for Canadians.

The following program activities help support the Strategic Outcome entitled "Accessible and sustainable health system responsive to the health needs of Canadians":

- Canadian Health System
- Canadian Assisted Human Reproduction
- International Health Affairs

Program Activity - Canadian Health System

Planned Spending and Full-Time Equivalents (FTEs)

(\$ millions)	Forecast Spending 2007-08	Planned Spending 2008-09	Planned Spending 2009-10	Planned Spending 2010-11
Net expenditures	272.2	306.3	304.9	291.7
FTEs	415	415	414	412

Notes: The increase in forecast/planned expenditures from 2007-08 to 2008-09 is due mainly to the reprofile of funding for the Canadian Strategy for Cancer Control as well as an increase in the funding level for the establishment of the Mental Health Commission and the implementation of the Patient Wait Times Guarantee Pilot Project Fund. The decrease in planned expenditures from 2009-10 to 2010-11 is mainly due to the sunset of the Patient Wait Times Guarantee Pilot Project Fund.

Figures include an amount for departmental and regional infrastructure costs in support of program delivery.

Under this program activity, we provide strategic policy advice on health care issues such as improved access, quality and integration of health

care services to better meet the health needs of Canadians wherever they live or whatever their financial circumstances. This objective is pursued mindful of long-term equity, sustainability and affordability considerations and in close collaboration with provinces and territories, health professionals, administrators, other key stakeholders, and citizens.

We are achieving this objective by investing in the health system and in health system renewal. This includes: working with provinces and territories to reduce wait times for essential services and ensure that the principles of the Canada Health Act are respected, developing health information and health measures for Canadians, and meeting the

health and health access needs of specific groups including women and official language minority communities.

	Expected Results	Performance Indicators
•	Improved health care system planning and performance	 Reports and analyses related to issues such as wait times reduction, health human resources planning, and provision of chronic, palliative and continuing care are used to improve the health care system
•	Enhanced capacity of governments and stakeholders to support health system planning	Governmental and stakeholder engagement activities (e.g. meetings, workshops, conferences, program and policy proposals)
•	Awareness and understanding among health sector decision-makers and the public of the factors affecting accessibility, quality and sustainability of Canada's health-care system and the health of Canadians	Publication of information that raises awareness and understanding of the factors affecting accessibility, quality and sustainability of Canada's health-care system and the health of Canadians

Key Program/Service - Health System Renewal

Description:

Through this program, Health Canada helps shape policy and programs related to health care renewal that benefit all Canadians through better access to quality health care services. We provide policy leadership on issues related to broader health care system renewal, such as improving access to quality health care, increasing the supply and improving the mix of health care professionals, reforming primary health care and enhancing the accountability of the health care system to Canadians.

In the area of Pharmaceuticals Management, we identify the key policy issues, trends and implications with respect to pharmaceuticals access, affordability and equity; safety, effectiveness and appropriate prescribing and utilization, as well as drug prices, and the appropriate role of pharmaceuticals in health care. With provincial and territorial (P/T) partners, we work to advance federal, provincial and territorial (F/P/T) policy and mechanisms for better pharmaceuticals management. In 2008-09, Health Canada will advance federal initiatives and continue to foster the improved management and use of pharmaceuticals in the health care system, in collaboration with P/T governments where appropriate.

Health Canada will continue to assist the implementation of Patient Wait Times Guarantees (PWTGs), including a \$30 million PWTG Pilot Project Fund to support provinces and territories in the testing, advancement and establishment of PWTGs and facilitate best outcomes for patients through innovation and shared best practices by 2010. There are also four ongoing federal PWTG pilot projects. Three of these projects address diabetes and prenatal care in selected First Nations communities and one addresses wait times for paediatric surgery.

Through the Health Human Resources (HHR) Strategy, we are focusing on securing and maintaining a stable and optimal health workforce in Canada and supporting overall health care renewal. Health Canada is working closely with the provinces and territories to develop priority objectives for the Pan-Canadian HHR Strategy for 2008-2013, based on the Action Plan from the Framework for Collaborative Pan-Canadian HHR Planning. For more information on the HHR Strategy, see: http://www.hc-sc.gc.ca/hcs-sss/hhr-rhs/strateg/index_e.html

Expected Results	Performance Indicators
Pharmaceuticals Management Continued collaboration with P/Ts to develop and actualize shared approaches to pharmaceuticals management policy, including a strengthened F/P/T Common Drug Review Enhanced integration of pharmaceuticals policy analysis, advice and program delivery across the federal Health Portfolio Developmental work towards improving the generation, assessment and dissemination of evidence on the safety and effectiveness of medicines once they reach the market Further development of international linkages to leverage resources and knowledge to enhance ability to optimize domestic pharmaceutical policy	Pharmaceuticals Management Scope and effectiveness of F/P/T collaborative pharmaceuticals management activities Identification of best practices for enhanced listing and reimbursement decision-making by public drug plans Number of pharmaceuticals policy and program areas and activities characterized by horizontal, collective and/or collaborative efforts Steps toward establishment of an appropriate instrument for enhanced post-market surveillance of real-world drug safety and effectiveness Increased international engagement measured by the number, type and quality of international dialogues, meetings and conferences
Patient Wait Times Guarantees (PWTGs) Identification of policy and operational issues associated with the implementation of guarantees Exchange and adoption of best practices Number of collaborative agreements among health providers Improved patient care pathways Identified access protocols	Patient Wait Times Guarantees (PWTGs) Degree of increase in the level of awareness among stakeholders of tools and approaches to the establishment of PWTGs Extent to which there is improved collaboration and transfer of knowledge among provinces and territories Changes in the level of awareness and understanding among jurisdictions of policy and operational issues associated with the establishment of PWTGs

Health Human Resources Strategy

- Improved jurisdictional capacity to plan for the optimal number, mix and distribution of health care providers based on system design, service delivery models and population health needs
- Enhanced jurisdictional capacity to work closely with employers and the education system to develop a health workforce that has the skills and competencies to provide safe, high-quality care, work in innovative environments and respond to changing health care system and population health needs
- Enhanced jurisdictional capacity to achieve the appropriate mix of health providers and deploy them in service delivery models that make full use of their skills
- Enhanced jurisdictional capacity to build and maintain a sustainable workforce in healthy, safe work environments

Health Human Resources Strategy

- Project dissemination and evaluation
- Number and type of collaborative networks of policy makers, researchers and other stakeholders
- Number and type of research reports, databases, tools, and strategies
- Number of projects on new approaches, models and best practices
- Increased flexibility of health service delivery models to meet the changing needs of the population

200	2008-09		2009-10		0-11
(\$ millions)	FTEs	(\$ millions)	FTEs	(\$ millions)	FTEs
181.5	239	180.3	238	167.0	237

Key Program/Service - Health Information

Description:

Through this activity, Health Canada provides timely research, analysis and information about priority health and health care issues to increase awareness and understanding of the factors affecting the accessibility, quality and sustainability of Canada's health care system and the health of Canadians among health sector decision-makers and the public. We will address two key areas in 2008-09, including: exploring health care cost drivers and researching the expected health impacts of climate change. These activities will provide a sound evidence base to inform decisions and debates on health care policies, performance and programs.

We also make health policy research and analysis data available to the larger health research community both inside and outside of government by supporting data collection, accessibility and use.

Expected Results	Performance Indicators
Research and information related to priority health and health care system issues are available	Identification and collection of relevant and timely information on priority health and health care system issues

200	8-09	2009-10		201	0-11
(\$ millions)	FTEs	(\$ millions) FTEs		(\$ millions)	FTEs
90.1	84	90.0	84	90.0	84

Program Activity - Canadian Assisted Human Reproduction

Planned Spending and Full-Time Equivalents (FTEs)

(\$ millions)	Forecast Spending 2007-08	Planned Spending 2008-09	Planned Spending 2009-10	Planned Spending 2010-11
Net expenditures	2.2	2.1	2.1	2.1
FTEs	14	13	13	13

Notes: Figures include an amount for departmental and regional infrastructure costs in support of program delivery.

Health Canada is responsible for developing the licensing framework and regulations (laboratory and clinical) that will ensure the health, safety, dianity, and human rights of the Canadians who access the services of the Assisted Human Reproduction (AHR) sector and of the children born from the use of AHR technologies. Because the science of AHR evolves rapidly, we must engage stakeholders on an ongoing basis to find a balance between the needs of patients who use these technologies to help them build their families, the children born from these technologies, and the providers of these services - with health and safety as overriding goals. The goal of these policies and regulations is to develop a responsive regulatory regime that is a leader both domestically and in the international AHR community reflecting the objectives set forth in the AHR Act. We also gather input from stakeholders, including the provinces, to ensure a pan-Canadian approach.

We have completed public consultations on the first series of regulatory initiatives under the AHR Act and are drafting regulations in areas such as licensing administration, requirements for clinical and laboratory activities (i.e., in vitro fertilization procedures using one's own gametes), and health reporting information. These regulations will be

pre-published in the Canada Gazette in 2008.

In addition, we will review the Processing and Distribution of Semen for Conception Regulations, presently under the Food and Drugs Act, to incorporate these regulations under the AHR Act. We will continue developing regulatory policy and gathering input from stakeholders on the following issues: the use of donated gametes (semen, ovum and embryos), undertaking preimplantation genetic diagnosis, research, and manipulation of human reproductive materials. We intend to bring the new regulations into force over the next five years.

	Expected Results	Performance Indicators
٠	Increased input of Canadian stakeholders on AHR technologies	Stakeholder and advisory panel involvement and engagement of provinces and territories and online consultations
•	Increased knowledge of the application of AHR procedures in Canada	Collection of relevant and timely information in AHR practices including, the number of stakeholders in AHR sector and details of their activities
•	Increased number of AHR regulations to protect the health and safety, dignity, and rights of Canadians using AHR technologies Health and safety risks related to AHR technologies addressed	Number of proposed regulations related to AHR activities using own gametes published in Canada Gazette, Part I Reports of relevant issues addressed through a number of regulations and other instruments developed to enforce the AHR Act

Program Activity - International Health Affairs

Planned Spending and Full-Time Equivalents (FTEs)

(\$ millions)	Forecast Spending 2007-08	Planned Spending 2008-09	Planned Spending 2009-10	Planned Spending 2010-11
Net expenditures	29.8	28.7	28.4	28.2
FTEs	80	80	81	80

Notes: Figures include an amount for departmental and regional infrastructure costs in support of program delivery.

Health Canada works internationally through leadership, partnerships and collaboration to fulfill its federal mandate of striving to make Canada's population among the healthiest in the world. The Health Policy Branch serves as the department's focal point to initiate, coordinate and monitor departmental policies, strategies and activities that help promote Canadian priorities and values on the international health agenda. International collaboration on global health issues is important because the health of Canadians is influenced significantly by public health risks originating in other countries. Global issues such as pandemic influenza preparedness, HIV/AIDS strategies and alobal health security are critical initiatives about which we consult with key external health partners such as the World Health Organization (WHO) and the Pan-American Health Organization (PAHO).

Health Canada will focus on three major activities/programs during fiscal year 2008-09: the Government of Canada's Americas Strategy, the development of a WHO framework and the Global Health Security Initiative.

Health Canada will contribute to the Government of Canada's Americas Strategy by: 1) supporting ongoing governance of PAHO and expanding engagement with other multilateral institutions; 2) encouraging bilateral and trilateral relations with key countries on health policy; and 3) promoting and using Canadian technical expertise to improve health outcomes in the Americas. This will result in a more focussed approach to health by the federal government and its partners in the region by advancing good governance, ensuring economic

development and maintaining health security in the hemisphere.

We are also working to provide greater strategic direction on key global health and governance issues involving WHO. We are developing a framework that will provide a common set of principles and priorities for the activities of all Government of Canada departments and agencies and contribute to an effective and coherent Canadian approach to WHO. The framework will be finalized in 2008-09 and will be implemented thereafter.

The Global Health Security Initiative (GHSI) is an

informal, international partnership to strengthen global public health preparedness and response to chemical, biological, radiological, and nuclear (CBRN) threats, as well as pandemic influenza. Member countries/organizations include the G7 countries, Mexico, the European Commission, and the WHO as a technical advisor. Health Canada leads the GHSI and plays an active role within the Initiative. In 2008-09, Health Canada will work with GHSI members to strengthen networks that: 1) facilitate improved preparedness and response to CBRN threats and pandemic influenza; and 2) increase dialogue and exchange on emerging health security issues to allow for cross-national learning.

Expected Results		Performance Indicators		
•	Enhance knowledge base and intersectoral collaboration on global health issues	Short term Program Evaluation results		
•	Influencing the global health agenda for the benefit of Canadians	Number of resolutions passed at multilateral organizations Number of multilateral fora in which Health Canada participates Number of foreign delegations hosted		
•	Global health policies for the benefit of Canadians	Relevant policy advice, papers and positions		

Strategic Outcome: Access to Safe and Effective Health Products and Food and Information for Healthy Choices

Under this strategic outcome, Health Canada is committed to promoting and protecting the health and safety of Canadians. The Department achieves this outcome by continuing to work towards reducing health risks to Canadians from health products and food and providing information so that Canadians can make informed decisions and adopt healthy choices.

In 2008-09, the key activities that will contribute towards achieving results under this strategic outcome are mainly outlined in the *Blueprint for Renewal II*¹ policy framework and Canada's Food and Consumer Safety Action Plan² as announced in December 2007. The action plan reflects the need to modernize the health products and food's regulatory system. As part of its Comprehensive Review of resources and programs, Health Canada will determine the level of activities as well as resources the programs need to meet the Department's regulatory responsibilities, including the need for baselines, performance indicators and targets and program costs.

Scientific and technical expertise are of critical importance to the activities of this strategic outcome. They are used on a daily basis for policy development, the evaluation of health products and foods, risk assessments, compliance testing, and nutrition and contaminant surveillance to research on food pathogens and pharmacogenomics. We carry out research in support of regulatory activities and related activities that contribute to evidence-based decision making to protect the health and safety of Canadians.

As part of our new initiatives, we are preparing the first-ever comprehensive strategic science plan for health products and food. This plan includes the identification of current scientific practice, changes in the key methods for the generation and analysis of evidence, and the evolution of science and technology as it affects the nature of the products that fall within the health products and food mandate. The plan will guide our future work and support us in building science partnerships across

the Health Portfolio and with the national and international community.

We anticipate that over the next three to five years, there will be major pressures on our science and operational infrastructure, and that we will need to adapt our practices as operational needs and related applied science changes. For example, nanotechnology is adding a new dimension to our fundamental understanding of the physical nature of the world around us. Maintaining and modernizing regulatory and analytical tools, process and practices also continue to drive our investment requirements. Strategies and frameworks to address infrastructure challenges are being developed and will serve as the basis for planning, investment, engagement, partnership, consultation, and communication.

Assessing and understanding the current and future human resources needs is key to ensure the right mix of skills and expertise is in place to deliver on our priorities. As we move forward, we will need to address the challenges in attracting and retaining highly qualified talent resulting from a highly competitive demand-driven environment. In addition, the potential retirement of 21% of the Health Products and Food Branch workforce within the next five years requires an aggressive strategy to address succession management, learning development and knowledge transfer to ensure management stability across the organization. We will implement succession planning strategies and knowledge transfer initiatives that are aligned with our business needs.

Health Canada will implement its Consumer Information Strategy and the Policy on Public Input in the review of regulated products to improve the way the department communicates information to consumers and to increase openness, transparency and accountability, thereby maintaining public confidence in the regulatory system for health products. As part of the Blueprint for Renewal II, Health Canada will conduct strategic outreach and consultations to increase consumer product safety.

The department will collaborate with stakeholders and the public to seek input on product review, policy programming and legislative and regulatory proposals that will enhance the overall quality of decision-making and improve the safety of products for Canadians.

Health Canada is working with federal science and technology partners to promote and protect the health and safety of Canadians. Some of our work includes collaborating directly with Agriculture and Agri-food Canada (AAFC), Environment Canada (EC), the Public Health Agency of Canada (PHAC), and the Canadian Food Inspection Agency (CFIA).

Health Canada's regional offices develop and deliver key programs and services, including monitoring the risks of health products and the safety of food, and the investigation and inspection associated with the import, sale and manufacture of health products. They work with regional stakeholders and provincial and municipal governments to promote collaboration, participate in the monitoring of adverse reactions and assist in developing policy responses in areas including: food safety, nutrition, natural health products, antimicrobial resistance, and the efficacy of health

products. As part of the national laboratory network, Health Canada's regional laboratories are key contributors to our work of developing and managing food safety research and surveillance projects on foodborne pathogens, persistent organic pollutants, natural toxins, genetically modified food, food allergen detection, and nutrition.

Internationally, Health Canada is working with the World Health Organization (WHO), other multilateral organizations and other governments on health products and food safety issues to strengthen and promote broader regulatory cooperation and encourage technical information exchange. Our partnerships enable Health Canada to ensure that its efforts meet the needs of all Canadians.

The following program activities help support the Health Products and Food's Strategic Outcome:

- Health Products
- Food and Nutrition

Program Activity - Health Products

Planned Spending and Full-Time Equivalents (FTEs)

(\$ millions)	Forecast	Planned	Planned	Planned
	Spending	Spending	Spending	Spending
	2007-08	2008-09	2009-10	2010-11
Gross expenditures	266.7	226.3	224.0	220.7
Less: Expected respendable revenues	39,9	39.9	39.9	39.9
Net expenditures	226.8	186.5	184.1	180.9
FTEs	2,211	2,038	2,021	2,007

Notes: The decrease in forecast/planned expenditures from 2007-08 to 2008-09 is due in part to one-year funding received in 2007-08 for Natural Health Products, funding from the Department's operational budget carry-forward and a decrease in the funding level for the Therapeutic Access Strategy.

The decrease in planned expenditures from 2008-09 to 2009-10 is mainly due to the sunset of Health Canada's Response to Bovine Spongiform Encephalopathy. The decrease is partially offset by an increase in the funding level for Protecting Canadians and the Environment from Toxic Substances through a Chemicals Management Plan.

Figures for 2007-08 have been restated due to the change in the Program Activity Architecture for 2008-09.

Figures include an amount for other departmental and regional infrastructure costs supporting program delivery.

The Health Products program activity is responsible for a broad range of health protection and promotion activities that affect the everyday lives of Canadians. As the federal authority responsible for the regulation of health products, the program activity evaluates and monitors the safety, quality and effectiveness of drugs (human and animal), biologics, medical devices, and natural health products, under the authority of the Food and Drugs Act and Regulations, as well as the Department of Health Act.

The program activity also provides timely, evidencebased and authoritative information to key stakeholders (including but not limited to: health care professionals such as physicians, pharmacists and practitioners such as herbalists, naturopathic doctors, Traditional Chinese Medicine (TCM) practitioners) and members of the public to enable them to make informed decisions and healthy choices.

In its November 2006 report³, the Auditor General of Canada has identified a number of gaps in the regulatory system and questioned whether Health Canada has adequate tools and resources to fulfill its regulatory responsibilities and protect the health and safety of Canadians.

Although the current regulatory system has served Canadians well over the past decades, it needs to be modernized to address emerging health and safety risks, help ensure timely access to innovative health products, and reduce adverse effects. Pharmaceuticals, non-prescription medicines, vaccines, blood products, gene therapies, tissues,

and medical devices all offer benefits to Canadians, but they also carry risks. Today, most of our efforts are spent on pre-market assessment. As part of Canada's Food and Consumer Safety Action Plan, measures are being considered to better protect Canadians from unsafe health products by:

- Taking a life-cycle approach to regulation by keeping watch and gathering information on products like pharmaceuticals both before and after they are approved for sale. This would allow the most rapid action possible to address the health risks of products that don't come to light until they are on the market;
- Gaining new authorities to order needed changes to health product labels to provide product information to consumers and recall health products as soon as a safety problem is identified; as well as to compel manufacturing to conduct postmarket studies and issue risk communication;
- In cooperation with provinces and territories, acquiring the power to make it mandatory for hospitals to report on serious adverse drug reactions, so dangers can be identified more effectively to inform corrective action as early as possible; and
- Raising fines to levels comparable with other industrial countries.

These measures will help Health Canada address some of our regulatory gaps. In addition, Health Canada will work on the next phases of the Blueprint initiatives, which will be guided by recommendations that resulted from stakeholder consultations. More of what will be accomplished in 2008-09 is described in the key programs below.

	Expected Results	Performance Indicators
•	Increased regulatory system response to health product-related health risks	Timeliness and appropriateness of regulatory actions (recalls, health advisories) for approved health products
		Proportion of incidents/investigations (by type) addressed/closed
	Increased awareness and/or knowledge of health products issues	Number and type of publications disseminated and used by the public to make informed decisions

Key Program/Service - Pharmaceutical Human Drugs

Description:

The Pharmaceutical Human Drugs program is significant in supporting the strategic outcome and the program activity for health products. This key program regulates pharmaceutical drugs for human use under the authority of the Food and Drugs Act and Regulations. Prior to receiving market authorization, a manufacturer must present substantive scientific evidence of a product's safety, effectiveness and quality as required by the Food and Drug Regulations. Drug products regulated include prescription and non-prescription pharmaceuticals, disinfectants and sanitizers with disinfectant claims. The key program also provides key stakeholders and members of the public with timely, evidence-based and authoritative information to make informed decisions and healthy choices.

It is under this key program that we will accomplish work related to the modernization of the regulatory framework for pharmaceuticals and biologics (Progressive Licensing), which aims to address emerging health risks related to human drugs. This new modernized framework will support the strategic outcome by contributing to timely access to innovative drugs and mechanisms to address safety risks.

In addition, counterfeit health products have become a significant problem in many developing countries and have been identified as an emerging issue for many developed countries. Recent incidents have revealed the presence of counterfeit health products in the Canadian supply chain. In 2008-09, Health Canada will establish an Anti-Counterfeiting Approach for Health Products that will focus on compliance verification and investigation, compliance monitoring, and laboratory analysis. The approach will also outline an education function for Health Canada, promote partnerships and encourage the use of emerging technology. As part of this approach, we will develop tools and regulations that will address many of the risks posed by counterfeit health products.

Since the coming into force of Division 5 of the Food and Drug Regulations, "Drugs For Clinical Trials Involving Human Subjects" in September 2001, the number of compliance verifications related to clinical trials has augmented moderately. However, Canada is not meeting the internationally comparable best practice target for inspections of 2% of sites annually. In 2008-09, Health Canada plans to carry out approximately 80 inspections of clinical trials to meet this benchmark.

	Expected Results		P	erformance Indicate	ors		
,	dealth Canada's ab aluation of drugs o fe-cycle	,	new gui		nd type of new tools and s developed (to address		
,	ounterfeit strategy th nce and risk manag		regulatio	()			
	nt of international b inical trials inspecti		Number of clinical trials inspections conducted annually Number of adverse reaction reports receives				
	re and better inform calth products that c						
2008	3-09	200)9-10	201	0-11		
(\$ millions)	FTEs	(\$ millions)	FTEs	(\$ millions)	FTEs		
		60.8	667.7	59.8			

Key Program/Service - Medical Devices

Description:

The Medical Devices program sub-activity regulates medical devices for human use. Prior to being given market authorization, a manufacturer must present substantive scientific evidence of a medical device's safety, effectiveness and quality as required by the Medical Devices Regulations. Medical devices cover a wide range of health or medical instruments used in the treatment, mitigation, diagnosis, or prevention of a disease or abnormal physical conditions. The program sub-activity also provides key stakeholders and members of the public with timely, evidence-based and authoritative information to make informed decisions and healthy choices.

Post-market surveillance for medical devices is a key element contributing to safe and effective medical devices by Canadians. The 2004 Office of the Auditor General's Report⁴ revealed major gaps in the medical device program, noting the need to take strong action against unapproved devices on the market, as well as the need for an effective inspection program.

In response to the report, Health Canada has started to implement an inspection program for medical device establishment licence holders. In order to achieve the desired inspection cycle of 3 years as per the Medical Devices Regulations, Health Canada sets a target every year to conduct a certain amount of medical devices inspections. The targeted number for 2008-09 is to conduct an estimated 211 Medical Devices Establishment inspections, which will help reduce the inspection cycle to 7 years by March 2009. The Cost-Recovery Initiative which will be implemented in 2008-09 will be a key contributor to supporting the hiring of qualified personnel to increase the number of inspections conducted for medical devices.

	. Expected Results	,	Performance Indicators			
• Reduction	Increased rate of compliance by industry with the Medical Devices Regulations Reduction of the inspection cycle of medical devices to 7 years by March 2009			by regulations by regulations type spection cycle of medical • Number of medical devices inspections		
200	8-09	200	09-10 2010-11)-11	
(\$ millions)	FTEs	(\$ millions)	FTEs	(\$ millions)	FTEs	
27.2	297.0	26.8	294.5	26.4	292.5	
Total net of revenu	ue in the amount of	\$7.6 million				

Program Activity - Food and Nutrition

Planned Spending and Full-Time Equivalents (FTEs)

(\$ millions)	Forecast	Planned	Planned	Planned
	Spending	Spending	Spending	Spending
	2007-08	2008-09	2009-10	2010-11
Gross expenditures	84.7	79.3	77.6	77.4
Less: Expected respendable revenues	1.3	1.3	1.3	1.3
Net expenditures	83.4	77.9	76.3	76.0
FTEs	699	706	695	692

Notes: The decrease in forecast/planned expenditures from 2007-08 to 2008-09 is mainly due to the sunset of the Agriculture Policy Framework.

The decrease in planned expenditures from 2008-09 to 2009-10 is mainly due to the sunset of Health Canada's Response to Bovine Spongiform Encephalopathy.

Figures for 2007-08 have been restated due to the change in the Program Activity Architecture for 2008-09.

Figures include an amount for departmental and regional infrastructure costs in support of program delivery.

The Food and Nutrition program activity establishes policies, regulations and standards related to the safety and nutritional quality of food. Food safety standards-quality are enforced by the Canadian Food Inspection Agency (CFIA). The legislative framework for food is found in the Food and Drugs Act and Regulations, the Canadian Food Inspection Agency Act and the Department of Health Act.

The program activity also promotes the nutritional health and well-being of Canadians by collaboratively defining, promoting and implementing evidence-based nutrition policies and standards. As the focal point and authoritative source for nutrition and healthy eating policy and promotion, the program activity disseminates timely, evidence-based and authoritative information to

Canadians and stakeholders to enable them to make informed decisions and healthy choices.

Health Canada's activities to strengthen food safety are key parts of Canada's Food and Consumer Safety Action Plan. As part of the action plan, Health Canada will modernize its food safety system through an integrated and proactive approach. Health Canada will conduct legislative amendments to the Food and Drugs Act, which would help streamline and provide more consistent regulatory tools across all sectors and better position Health Canada to achieve its food safety mandate.

More specifically, Health Canada addresses the mitigation of risks to human health associated with foods that contain environmental contaminants (e.g. mercury in fish), chemicals resulting from food processing (e.g. furan and acrylamide in food), chemicals resulting from industrial (e.g. heavy metals, Persistent Organic Pollutants (POPs), and agricultural (veterinary drugs and pesticides) uses. Health Canada identifies and assesses potentially harmful health effects of these contaminants and determines appropriate ways for Canadians to reduce their exposure to them, while at the same time considering the benefits of consuming particular foods that may contain such contaminants.

In the area of nutrition, controlling the addition of vitamins and minerals to our foods (a process

known as fortification) is one way that Health Canada ensures that Canadians receive the nutrients they need but are not exposed to levels that are dangerously high. With the increasing marketing of certain newly fortified foods (beverages) and highly fortified foods in other jurisdictions, Health Canada has an obligation to ensure the safety and safe use of some of these products. Currently, other jurisdictions such as Australia and New Zealand, and the Commission of European Communities, are in the process of developing policies on voluntary fortification of foods.

Healthy eating plays a vital role in promoting health and reducing the risk of obesity and other nutrition—related chronic diseases. Changes in social and physical environments are resulting in increasingly complex and influential forces affecting the eating practices of Canadians. Activities to advance knowledge about what Canadians are eating, the determinants of eating behaviour and effective strategies to promote healthy eating are essential to the development of meaningful and effective policies and programs to improve the nutritional health and well-being of Canadians.

To address some of these pressures, Health Canada plans to put in place a number of initiatives and measures, which are described in key programs below.

	Expected Results	Performance Indicators
٠	Reduction of the exposure to disease-causing food- borne micro-organisms and environmental agrochemical contaminants, food allergens	Incidence rate of illness/diseases related to food products
•	Increased level of informed choices/healthy decisions related to food quality and food safety	Number of educational documents published (i.e., Codes of Practice, policies, Internet postings)

Key Program/Service - Food Borne Pathogens

Description:

The Foodborne Pathogens program sub-activity regulates the mitigation of risks to human health associated with emerging (new and re-emerging) pathogens along the food chain, as required under the Food and Drug Regulations. The program sub-activity contributes to the reduction of human exposure to disease-causing,

foodborne microorganisms, thereby lowering the incidence of foodborne illnesses in Canada.

The program sub-activity is responsible for the investigation of the prevalence of pathogens and the associated risks in food, and for the communication of appropriate intervention strategies. It also provides timely, evidence-based and authoritative information to Canadians and stakeholders about the risks of pathogens in food to enable them to make informed decisions and healthy choices.

Complete control of foodborne pathogens is very difficult as microorganisms may be introduced to foods at all stages of the food chain and may survive food processing. In addition, foods may become contaminated later during preparation, cooking and storage. Health Canada has the responsibility for developing appropriate intervention strategies to combat disease-causing foodborne micro-organisms in all food consumed in Canada.

Reducing the exposure to foodborne microorganisms will result in lowering the incidence of foodborne illnesses in Canada. Health Canada will undertake extensive communication/education efforts to increase the awareness and knowledge of consumers⁶. In addition, the Department will improve its science-based advice, guidelines, policies, and regulations to contribute to improved food production and handling practices. In 2008-09, we will conduct education campaigns for raw meat, poultry and unpasteurized juice, complete and implement regulations for safe handling and labelling of raw ground meat, develop policy and regulatory proposals for unpasteurized juice, conduct a research project to address current knowledge gaps in *E. coli* in produce and launch a consumer communication campaign as a joint produce package and include information on leafy greens, sprouts, unpasteurized juices, and other fresh fruits and vegetables.

		Expected Results		Per	formance Indicat	ors
Increased consumer awareness and knowledge of proper ways to combat disease- causing foodborne micro-organisms			Consumer campaigns conducted for raw meat, poultry and unpasteurized juice			
Enhance food production and handling practices to reduce exposure to disease-causing foodborne micro-organisms				and implement <u>re</u> nd labelling of ra	gulations for safe w ground meat	
	2008-09 20			09-10	201	10-11
(\$	millions)	FTEs	(\$ millions)	FTEs	(\$ millions) FTEs	
	16.1	146.2	15.8	143.9	15.7	143.3

Key Program/Service - Food Borne Chemical Contaminants

Description:

The Foodborne Chemical Contaminants program sub-activity regulates the mitigation of risks to human health associated with foods that contain environmental contaminants and chemicals resulting from industrial and agricultural uses; mitigation of human health effects associated with food allergies in vulnerable populations; identification, assessment, and determination of harmful health effects associated with foodborne natural toxicants and the development of intervention strategies to limit human exposure to these chemicals; and identification, assessment and mitigation of risks to human health associated with chemicals resulting from food processing operations, including intentional additives, packaging, and incidental formation induced by heating, fermentation, and irradiation, as required under the Food and Drug Regulations.

The program sub-activity is responsible for the investigation of the prevalence of chemical contaminants in foods available for sale in Canada and the associated risks in food, and for the communication of appropriate intervention strategies. The program sub-activity also provides timely, evidence-based and authoritative information to Canadians and stakeholders about the risks of chemical contaminants in food to enable them to make informed decisions and healthy choices.

Health Canada also identifies and assesses the potentially harmful health effects of a number of food borne chemical contaminants and determines appropriate ways for Canadians to reduce their exposure to them. In 2008-09, Health Canada will implement a risk communication plan on risks to mercury in fish and benefits of fish consumption (target population at risk: women of child-bearing age and young children); develop an integrated Food Chemical Surveillance plan through Health Canada's Food Chemical Safety Laboratory Network; generate, publish and provide guidance on data resulting from its food chemical surveillance activities, for example vis-à-vis the occurrence of recently reported chemicals in foods (e.g. furan, acrylamide in foods available in Canada).

	Expected Results		Per	formance Indicat	ors
Limited exp chemicals	oosure of Canadian: in food	s to selected	Number of written by he written by he witten by he noccurrence Canada Number of Canada's and associ	At the transfer of the same of the first	
2008-09		09-10	20	10-11	
(\$ millions)	FTEs	(\$ millions)	FTEs	(\$ millions)	FTEs
33.6	304.8	32.9	300.0	32.8	298.7

Key Program/Service - Novel Foods

Description:

The Novel Foods program sub-activity assesses the safety of all genetically-modified and other novel foods proposed for sale in Canada. Before such foods can be sold in Canada, companies must submit detailed scientific data for review and approval, as required under the Food and Drug Regulations.

Novel foods are foods resulting from a process not previously used for food products that do not have a history of safe use as a food and foods that have been modified by genetic manipulation, also known as genetically modified (GM) foods, genetically engineered foods or biotechnology-derived foods..

The program sub-activity also provides timely, evidence-based and authoritative information to Canadians and stakeholders on the safety of novel foods to enable them to make informed decisions and healthy choices.

Health Canada will improve the transparency and process for review of pre-market submission for novel

foods⁷. Activities related to this commitment, will improve the predictability, credibility and consistency of Health Canada's approach to the regulation and safety assessment of novel foods. In 2008-09, we will implement quality management practices, and develop standard operating procedures for novelty determination.

	Expected Results		Performance Indicators		
 Improved transparency and process for review of pre-market submissions for novel foods Number and type of practices implemente operating procedures determination. 					andard
2008	2008-09 2009		9-10	2010	-11
(\$ millions)	FTEs	(\$ millions)	FTEs	(\$ millions)	FTEs
4.9	44.6	4.8	43.9	4.8	43.7

Key Program/Service - Nutrition

Description:

The Nutrition program sub-activity promotes the nutritional health and well-being of Canadians by collaboratively defining, promoting and implementing evidence-based nutrition policies and standards. The program sub-activity maintains and improves the nutritional quality and safety of the food supply to help ensure that it meets the needs of the general population; ensures that infant formula and foods for special medical purposes (e.g. formulated liquid diets) are safe and nutritionally adequate for their indicated uses; and establishes requirements and guidelines for factual, consistent, and understandable information on food labels about the nutrient content of food.

In addition, the program sub-activity ensures that nutrition claims and health claims are consistent, not misleading or deceptive, and based on recognized health and scientific criteria. The program sub-activity ensures, to the extent possible, that products promoted by these claims are safe and nutritious.

The program sub-activity also makes available information about the nutrient composition of food to Canadians and stakeholders to enable them to make informed decisions and healthy choices.

In 2008-09, Health Canada will continue with the monitoring of the trans fat levels of prepackaged and restaurant foods. The results of this assessment will be used to develop strategies to reduce the presence of trans fatty acids⁸ in Canadian diets to the lowest possible levels, consistent with the recommendations of the Trans Fat Task Force.

Also in 2008-09, Health Canada will put in place a working group to oversee a strategy for reducing sodium intake; establish clear and consistent policies for health claims, including aligned policies for the management of the food/natural health product interface; and conduct consumer research to find out about consumers' perceptions of foods that carry health claims and the benefits that these foods might provide. Health Canada will also continue work to provide for safe levels of nutrient intakes for Canadians in the context of the whole diet, and ensure an appropriate level of health protection. This will be accomplished through the development of policy decisions and regulations on fortification for restoration, mandatory fortification, discretionary addition of vitamins and minerals to foods, and for special purpose foods, while broadening the number of fortified food products. In 2008-09, we will publish regulatory amendments in

Canada Gazette, Part I; develop proposals for a regulatory amendment; develop a contract with the US Institute of Medicine, and the National Academies of Science, to launch a review of Vitamin D, and continue the work of the new Government of Canada federal steering committee on Dietary Reference Intakes (DRI).

In 2008-09, Health Canada will work with Canadian and U.S. federal government partners, and the United States' Food and Nutrition Board of the Institute of Medicine (FNB/IOM) to contribute to the refinement of the framework for the next review of the Dietary Reference Intakes (DRIs), which form the scientific basis for the development of national nutrition policies and standards. Health Canada will develop a contract with the IOM to launch a review of Vitamin D and related nutrients. We will also publish and disseminate revised recommendations on nutrition and healthy eating during pregnancy. To help build research capacity and inform nutrition policies, we will release a report on vegetable and fruit consumption, and the third Volume of summary data tables on Nutrient Intakes from Food, both based on the Canadian Community Health Survey 2.2, Nutrition Focus. To assist Canadians to make informed food choices, nutrition labelling ¹⁰ information will be included in healthy eating awareness initiatives and will continue to be profiled through distribution of the revised Food Guide¹¹.

	Expected Results	Performance Indicators
٠	Reduced presence of trans fatty acids in Canadian diets to the lowest possible levels: Limit the trans fat content of vegetable oils and soft, spreadable margarines to 2% of the total fat content; and limit the trans fat content for all other foods to 5% of the total fat content, including ingredients sold to restaurants	Percentage of stakeholders who are aware of trans fatty acids Number of foods or food groups falling below recommended limits
•	Increased consumer confidence in the nutrition claims and health claims	Percentage of Canadians who are confident in nutrition claims and health claims
•	Amended Food and Drug Regulations including provisions for the discretionary fortification of foods	Number and type of regulations and policies developed and published
•	Increased level of awareness, knowledge and informed choices/healthy decisions related to nutrition and healthy eating	 Percentage of stakeholders who have used information to make healthy food choices Percentage of stakeholders who are knowledgeable about nutrition and information to make healthy food choices Number and type of reports, information (e.g. educational tools and research publications produced and disseminated)
•	Strategy on sodium intake reduction developed	Working group on sodium intake established
•	Improved transparency and process for review of pre-market submissions for novel foods	Number and type of quality management practices implemented and standard operating procedures produced for novelty determination

2008 -2009 Report on Plans and Priorities

2008-09		2009-10		2010-11	
(\$ millions)	FTEs	(\$ millions)	FTEs	(\$ millions)	·FTEs
23.2	210.5	22.7	207.2	22.7	206.3

ENDNOTES

- 1. Blueprint for Renewal policy framework
 http://www.hc-sc.gc.ca/ahc-asc/branch-dirgen/hpfb-dapsa/blueprint-plan/blueprint-plan || intro_e.html
- 2. The Government of Canada's Food and Consumer Safety Action Plan http://healthycanadians.ca/pr-rp/plan_e.html
- 3. The Auditor General Report of November 2006 Chapter 8
 http://www.cbc.ca/news/background/auditorgeneral/report200611.html
- 4. The Auditor General Report of 2004 http://www.oag-bvq.gc.ca/domino/reports.nsf/html/20040302ce.html
- 5. Cabinet Directive on Streamlining Regulation http://www.regulation.gc.ca/cdsr-dcrr_e.pdf
- 6. Food-related health advisories, warnings and other food safety information http://www.hc-sc.gc.ca/ahc-asc/media/advisories-avis/2007/2007_08_e.html http://www.hc-sc.gc.ca/ahc-asc/media/advisories-avis/2007/2007_58_e.html http://www.hc-sc.gc.ca/ahc-asc/media/advisories-avis/2007/2007_142_e.html http://www.hc-sc.gc.ca/fn-an/securit/handl-manipul/index_e.html
- 7. Novel foods (or also known as Genetically Modified Foods)

 http://www.hc-sc.qc.ca/fn-an/gmf-agm/index_e.html

 http://www.hc-sc.qc.ca/fn-an/gmf-agm/appro/index_e.html

 http://www.hc-sc.qc.ca/fn-an/legislation/acts-lois/index_e.htm
- 8. The Canadian Community Health Survey 2.2, Nutrition Focus http://www.nc-sc.qc.ca/fn-an/surveill/nutrition/commun/index_e.html
- 9. Nutrition and healthy eating during pregnancy http://www.hc-sc.gc.ca/fn-an/nutrition/prenatal/index_e.html
- 10. Nutrition labelling http://www.hc-sc.gc.ca/fn-an/label-etiquet/index_e.html
- 11. Food Guide
 http://www.hc-sc.gc.ca/fn-an/food-guide-aliment/index e.html

Strategic Outcome: Reduced Health and Environmental Risks from Products and Substances, and Healthy, Sustainable Living and Working Environments

Program activities touch many aspects of Canadians' daily lives. These include: drinking water safety; air quality; chemicals in the workplace and the environment: substance use and abuse: tobacco and secondhand smoke; consumer product safety (including cosmetics); radiation exposure; workplace health; and, pest control products. Other health and safety related activities include: the Government's public safety and antiterrorism initiative; chemical and nuclear emergency preparedness; inspection of food and potable water for the travelling public; and, health contingency planning for visiting dignitaries. Much of this work is governed through legislation including the Canadian Environmental Protection Act (CEPA), the Controlled Drugs and Substances Act, the Hazardous Products Act, the Tobacco Act, the Food and Drugs Act, the Radiation Emitting Devices Act, the Quarantine Act, the Pest Control Products Act, and others.

Health Canada will continue to advance science and use strong evidence-based research to formulate our healthy and safe living promotion and harm prevention programs, policies and regulations. Our experts work closely with colleagues in the federal government and beyond (e.g. academia) in the areas of both research and development and related scientific activities. Anticipatory, applied and novel research provide the evidence of emerging health issues through investigations along the continuum from exposure and hazard assessment, to mechanism of action and population studies, to contribute to the design and implementation of policies, regulations and legislation, as well as to decision making, aiming at protecting the health and safety of Canadians. In our role as a regulator, we extend our scientific research by contributing to the generation, dissemination and application of scientific and technological knowledge, including the assessment of products and processes for the purpose of regulation, as well as surveillance, testing and collection of information. In addition to our internal activities related to scientific research. health surveillance and foresight in the safe use of

emerging and merging technologies (such as biotechnology and nanotechnology), we will also use the science conducted by external organizations to help identify risks to human health, and assess and manage these risks.

In response to the 2006 report of the Auditor General, a Comprehensive Review of programs was launched to determine the full costs of regulatory programs and identify opportunities to improve management and efficiency. An integrated change strategy will detail the actions to be undertaken immediately and over the coming years to address any gaps, risks, opportunities, and challenges identified by the Review. The findings of the Review will also be leveraged to support the development of an Integrated Planning and Reporting Strategy that will bring together planning tools and software, finances, risks, results, and performance indicators to improve business intelligence for management decision making and provide greater rigour, structure and integration to planning and accountability.

Activities within this strategic outcome require sustained partnerships with other federal government departments as well as provinces and territories, non-governmental organizations, academia, and the international community. We work closely, for example, with all branches of Health Canada as well as Environment Canada, Natural Resources Canada, the Public Health Agency of Canada, the Canadian Institute for Health Information, and others on health and environment issues. Through the Government's National Anti-drug Strategy aimed at tackling illegal drug use and associated crime, we are working with Justice Canada, Public Safety Canada, the Royal Canadian Mounted Police, and the Canada Border Services Agency. We are also engaged in the Government's public safety and anti-terrorism initiatives. In addition, we collaborate with provinces and territories through various committees to develop guidelines on issues such as tobacco cessation and safe drinking water, and to coordinate nuclear emergency preparedness

activities. Our work with international partners allows us to better respond to domestic health and safety issues, meet our obligations and commitments, share best practices, and promote Canadian leadership globally.

The contributions of Health Canada's regional offices are integral to program delivery. They include: playing a leadership role on key national initiatives; conducting inspection, surveillance and educational activities related to consumer products, tobacco, controlled drugs and substances; conducting risk assessments and evaluations; and providing health advice to federal employees,

provinces and municipalities related to chemical contaminants and exposure levels, and work environments.

The following program activities help support the Strategic Outcome:

- Sustainable Environmental Health
- Consumer Products
- Workplace Health
- Substance Use and Abuse
- Pesticide Regulation

Program Activity - Sustainable Environmental Health

Planned Spending and Full-Time Equivalents (FTEs)

(\$ millions)	Forecast	Planned	Planned	Planned
	Spending	Spending	Spending	Spending
	2007-08	2008-09	2009-10	2010-11
Gross expenditures	152.1	166.8	181.3	179.0
Less: Expected respendable revenues	1.4	1.4	1.4	1.4
Net expenditures	150.7	165.4	179.9	177.6
FTEs	966	1,056	1,092	1,071

Notes: The increase in forecast/planned expenditures from 2007-08 to 2008-09 is due mainly to an increase in the funding level for protecting Canadians and the environment from toxic substances through the Chemicals Management Plan.

The increase in planned expenditures from 2008-09 to 2009-10 is due mainly to an increase in the funding level for the Chemicals Management Plan and for the implementation of the Clean Air Regulatory Agenda.

Figures include an amount for departmental and regional infrastructure costs in support of program delivery.

The environment continues to be a key determinant of health for all Canadians. This program activity promotes and protects the health of Canadians, including vulnerable populations such as children, by identifying, assessing and managing health risks posed by environmental factors in living, working and recreational environments. The scope of activities includes: research on drinking water quality, air quality, contaminated sites, toxicology and climate change; clean air programming and regulatory activities; risk assessment and

management of environmental contaminants, including new and existing chemical substances, environmental noise, environmental electromagnetic frequencies, products of biotechnology and products of other new and emerging technologies (including nanotechnology); solar ultraviolet radiation; preparedness for nuclear and environmental disasters as well as working with the passenger conveyance industry to protect the travelling public.

The Canadian Environmental Protection Act, 1999, in concert with other federal statutes such as the Hazardous Products Act, the Food and Drugs Act, and the Pest Control Products Act, provide assessment and protection regimes for a variety of substances and products. Under the New Substances Notification Regulations of CEPA, 1999, new substances undergo a rigorous health and environmental risk assessment before they can be used in Canada. Under the Chemicals Management Plan, Health Canada and Environment Canada have used the results of the categorization of the 23,000 existing substances in Canada as of the mid-1980s to determine priority chemicals for assessment and then management of

the risks associated with those substances deemed to pose a possible risk to human health and the environment. Other activities include: implementing a national bio-monitoring system; developing risk management performance agreements with industry sectors; and, strengthening the assessment and management of environmental health risks, including those posed by pharmaceuticals, personal care products, cosmetics, and food. Finally, enhanced communications and outreach activities allow Canadians to make better informed decisions about limiting their exposure to potential environmental hazards.

	Expected Results	Performance Indicators	
•	Timely regulatory system response to new and emerging health risks related to toxic chemicals and environmental risks to health	 Proportion of regulatory activities addre within service standards/target 	ssed
•	New and emerging health risks related to toxic chemical substances are identified, assessed and managed	Time period within which serious health are brought into a risk management reg	
•	Canadians are knowledgeable and aware of environmental health issues	% of target population aware of environmental health issues	

Key Program/Service - Air Quality

Description:

Under the 2007 Regulatory Framework for Air Emissions, Health Canada supports and improves risk management actions to address both indoor and outdoor air quality risks to health. Using valuation tools and strategies, the health impacts of proposed regulatory options will be evaluated. Health Canada and Environment Canada will establish air quality objectives for particulate matter and ozone, two important constituents of smog. The Air Quality Health Index will also be introduced to help Canadians make informed decisions about reducing their health risks. In addition, Health Canada will develop indoor air guidelines, awareness and prevention programs, and source product regulations to reduce exposure to indoor contaminants. Health Canada will also build awareness related to radon in indoor air.

Expected Results	Performance Indicators	
Risk assessments leading to improved risk management strategies to reduce overall human exposure to air pollutants	Number of assessments and strategies in support of regulations, standards, and practices Application of the Air Quality Benefits Assessment Tool to estimate health benefits of	

- Increased public awareness of the impacts of reduced indoor and outdoor air pollution and the protective measures that can be taken
- air pollution reductions
 % of target population that have access to the
 Air Quality Health Index

2008-09		2009-10		2010	0-11
(\$ millions)	FTEs	(\$ millions)	FTEs	(\$ millions)	FTEs
50.9	242	51.2	248	- 51.9	251

Key Program/Service - Water Quality

Description:

Health Canada provides leadership and scientific expertise to better protect human health against health risks from drinking and recreational water. For 2008-09, up to 5 Guidelines for Canadian Drinking Water Quality will be developed and submitted for approval through the federal, provincial and territorial (F/P/T) process. The new edition of the Guidelines for Canadian Recreational Water Quality will be posted for consultation, and the Guidelines for Household Reclaimed Water are expected to be finalized and published. Health Canada will continue to work with partners to prioritize and develop strategies to improve the safety of small community drinking water supplies.

	Expected Results	Performance Indicators	
•	F/P/T policies incorporate health-based requirements for drinking and recreational water quality to reduce risks to the health of Canadians Provinces adopt a common set of strategies to	Number of Guidelines for Canadian Drinking Water Quality approved by F/P/T committee Successful completion of pilot projects or	
	address current gaps specific to small drinking water systems, leading to improved drinking water quality, particularly in rural and remote communities	strategies to address current gaps specific to small systems	

2008-09		200	9-10	2010	0-11
(\$ millions)	FTEs	(\$ millions) FTEs		(\$ millions)	FTEs
23.7	154	23.2	151	23.1	149

Key Program/Service - Chemical Management

Description:

The Chemicals Management Plan will enable Health Canada and Environment Canada to protect the health of Canadians and the environment from risks associated with chemical substances. The chemical substances will be assessed over a three year time frame and, every three months, batches of 15 to 30 chemicals

assessments will be released to industry and stakeholder groups for a 6-month comment period. Health Canada and Environment Canada will integrate chemical substances activities across federal laws and significantly strengthen and accelerate the risk assessment and risk management of new and existing substances. The monitoring, research, and reporting needed to measure the success of Health Canada and Environment Canada in protecting Canadians' health and the environment from risks due to chemical substances will be established. In addition, Health Canada and Environment Canada will work with stakeholders to develop and implement a regulatory framework that will provide for appropriate environmental assessments of substances found in commodities regulated under the Food and Drugs Act.

	Expected Results	Performance Indicators
•	Increase level of Canadian public awareness of chemical management issues and actions being taken Risk assessments are conducted and risk management objectives are met for regulations and other control instruments for substances and the products of biotechnology Declining trends in levels of risk, adverse reactions, illnesses, and injuries from toxic chemical substances in the environment and their use and/or the risk of exposure to	 Level of awareness of Chemicals Management Plan and action being taken % completion of plans within service standards/targets to assess and reduce release of, or uses of, the highest priority chemicals Number of incidents of illnesses/injury due to toxic chemical substances, levels of priority contaminants in humans, and levels of priority contaminants in environmental media
•	Canadians Enhanced knowledge of environmental hazards and evidence on which regulatory decisions are based Timely regulatory system response to new and emerging health risks related to new substances and the products of biotechnology	Number of peer reviewed posters, publications, workshops, advice given Proportion of risk assessments and regulatory activities addressed within service standards/targets

2008-09		2009-10		2010	0-11
(\$ millions)	FTEs	(\$ millions) FTEs		(\$ millions)	FTEs
61.5	406	76.6	442	81.6	461

Key Program/Service - Passenger Conveyances

Description:

As mandated by the Department of Health Act, Health Canada conducts inspection activities for the protection of public health on conveyances including railways, ships and aircraft as well as their ancillary services (i.e., flight kitchens). Health Canada plays a critical role in preventing the introduction and spread of communicable diseases in Canada, including pandemics. Work is currently underway to address risk areas and to meet our commitments under the World Health Organization's International Health Regulations. In the interim, Health Canada continues to improve its program in consultation with the conveyance industries, including expanding its water management plans to trains and ferries and initiating discussions with airport and seaport operators. These activities will supplement the current voluntary program on a transitional basis until the legislative framework is in place. In addition, Health Canada will develop and implement a risk-

based inspection framework, including an assessment tool to determine the types and frequency of inspections that are required. This will be a core feature of the transitional activities and the proposed new framework.

Expected Results			Performance Indicators		
in relation servicesDeclining gastro-int	public health prevento conveyances and trends in levels of pestinal disease e to Potable Water Carriers	nd ancillary	within server within server within server with the within server with the within server with server with server with server within server with	n of inspection activities standards/targe engers reported havidisease ection/audit reports e to Potable Water (ets ring gastro that confirm
2008-09		9-10	2010)-11	
(\$ millions) FTEs (\$ millions)		FTEs	(\$ millions)	FTEs	
1 4	24	1.2	24	1.0	22

Key Program/Service - Emergency Preparedness

Description:

Health Canada provides physical and psycho-social emergency preparedness and response services to Government employees across Canada, including the provision of trained staff, personal protective equipment, analytical equipment to conduct on-site inspections in emergency situations, response vehicles, and communication devices. Health Canada also ensures the psycho-social health of public servants and that those employed by the Government of Canada are protected and supported prior, during, and following emergencies in order to maintain the delivery of services to the Canadian public. Plans are currently underway to increase the number of emergency response locations, develop a Programme Emergency Response Plan which will be consistent with the Health Portfolio Emergency Response Plan, expand Emergency Preparedness and Response training and exercises, and validate decontamination methodologies to allow re-occupancy of federal workplaces contaminated by infectious bio-agents.

Health Canada also coordinates Government of Canada preparedness and response activities relating to radio-nuclear emergencies, maintains and provides technical and scientific capability in support of health impact assessment in the event of a radio-nuclear emergency, discharges Canadian and international obligations and liaison for radio-nuclear emergencies, and enhances the preparedness and response capacity of the Health Portfolio with respect to Chemical Emergencies. Health Canada also leads multi-agency federal technical and scientific research and development projects, maintains a national radiological laboratory and surveillance networks, and is involved in emergency responder training and exercises in support of Canada's chemical, biological, radiological, and nuclear national security initiatives. The Federal Nuclear Emergency Plan will be updated and linked to the Federal Emergency Response Plan being developed by Public Safety by March 2010.

The description of Emergency Preparedness includes Healthy Environments and Consumer Safety Branch activities only.

	Expected Results	Performance Indicators
•	Timely regulatory system response to radio- nuclear emergencies	Proportion of Health Canada's planned activities that are ready to respond to radio-

- Health Canada is ready to provide support for chemical emergencies
- Business continuity is managed during and after a workplace critical incident affecting the federal public service
- nuclear emergencies addressed within service standards/targets
- Proportion of Health Canada's planned activities that are ready to respond to chemical emergencies within service standards/targets
- % of employees able to remain at work through and/or return to work following a critical incident
- Hazard-specific plan developed
- The plan is followed
- Deficiencies in plan are identified

2008-09		2009	9-10	2010	0-11
(\$ millions)	FTEs	(\$ millions) FTEs		(\$ millions)	FTEs
9.4	82	9.3	81	9.0	80

The financial information for Emergency Preparedness includes Healthy Environments and Consumer Safety Branch activities only.

Program Activity - Consumer Products

Planned Spending and Full-Time Equivalents (FTEs)

(\$ millions)	Forecast	Planned	Planned	Planned
	Spending	Spending	Spending	Spending
	2007-08	2008-09	2009-10	2010-11
Gross expenditures	25.8	24.6	25.1	27.1
Less: Expected respendable revenues	0.5	0.5	0.5	0.5
Net expenditures	25.3	24.2	24.6	26.6
FTEs	195	203	208	216

Notes: Figures include an amount for departmental and regional infrastructure costs in support of program delivery.

Health Canada identifies, assesses, manages, and communicates to Canadians the health and safety risks associated with consumer products (including domestic, industrial and clinical use products), cosmetics and radiation emitting devices. This is achieved through research, risk assessments and the development of risk management strategies to minimize the exposure of Canadians to potentially hazardous products. Also included are regulatory

monitoring and compliance activities as well as information, education and guidance aimed at both industry and the public. Relevant acts include: Hazardous Products Act, Food and Drugs Act (cosmetics), and Radiation Emitting Devices Act.

	Expected Results	Performance Indicators
•	Declining trends in levels of risk, adverse reactions, illnesses, and injuries from hazardous products, sübstances, cosmetic products, and radiation emitting devices	Number of incidents of illnesses/injury from hazardous products, substances, cosmetic products, and radiation emitting devices
	Adherence to Acts and Regulations	% of inspected registrants/firms/users that are compliant/non compliant
•	Canadians are knowledgeable/aware of the health risks of exposure to hazardous products, substances, cosmetic products, and radiation emitting devices	% of public that is knowledgeable/aware of the risks of exposure to hazardous products, substances, cosmetic products, and radiation emitting devices

Key Program/Service - Consumer Product Safety

Description:

Recent events such as lead in children's jewellery and ingestible magnets in children's toys have called into question the safety of consumer products on the market. In the Speech from the Throne, the Government committed to "introduce measures on food and product safety to ensure that families have confidence in the quality and safety of what they buy". In support of this commitment, Health Canada worked with other key federal departments to develop Canada's new Food and Consumer Safety Action Plan, with three key action areas. The Action Plan aims to prevent health and safety problems, by providing further guidance to industry and better information to empower consumers in making informed decisions. The Action Plan also targets the highest risks by keeping a vigilant eye on products that pose the greatest hazard potential to the public. Finally, the Action Plan proposes new legislation that will enable the government to respond faster to protect the public when a problem occurs. The proposed legislation would emphasize industry's responsibilities for the safety of the consumer products they put into the marketplace, and provide stronger and more flexible regulatory backstops such as mandatory reporting of injuries, illnesses and defects, and mandatory product recalls. Health Canada will also work with key trading partners (and other countries) to strengthen cooperation and dialogue on issues related to consumer products (including cosmetics) and radiation emitting devices. A 30-day consultation period was held to seek the views of the provincial and territorial governments, industry, non-governmental organizations, consumer groups, and the general public. It is anticipated that the proposed new legislation will be tabled before the House of Commons in early 2008. Health Canada will also work with key trading partners (and other countries) to strengthen cooperation and dialogue on issues related to consumer products (including cosmetics) and radiation emitting devices. For example, a Memorandum of Understanding between Canada and China was signed in November 2007, which will see the establishment of technical working groups on consumer product safety issues of interest and other mechanisms to facilitate information exchange, including conducting urgent consultations on significant consumer product safety concerns.

	Expected Results		Performance Indicators
•	Declining trends in levels of risks, adverse reactions, illnesses, and injuries from consumer products	•	Number of incidents of illnesses/injury related to consumer products
•	Adherence to Acts and Regulations	•	% of inspected registrants/firms/users that are compliant/non compliant

- Canadians are knowledgeable/aware of the health risks related to consumer products
- % of public that is knowledgeable/aware of the risks associated with consumer products

2008-09		200	09-10	2010-11	
(\$ millions)	FTEs	(\$ millions) FTEs		(\$ millions)	FTEs
14.8	124	15.1	127	17.3	134

Program Activity - Workplace Health

Planned Spending and Full-Time Equivalents (FTEs)

(\$ millions)	Forecast	Planned	Planned ·	Planned
	Spending	Spending	Spending	Spending
	2007-08	2008-09	2009-10	2010-11
Gross expenditures Less: Expected respendable revenues	62.0	48.9	48.2	46.4
	13.8	14.1	14.1	14.1
Net expenditures	48.2	34.8	34.1	32.2
FTEs	463	437	436	434

Notes: The decrease in forecast/planned expenditures from 2007-08 to 2008-09 is due largely to the one-year funding received in 2007-08 for the Public Service Health Program.

Figures include an amount for departmental and regional infrastructure costs in support of program delivery.

This program activity provides services to protect the health and safety of the federal public sector, visiting dignitaries, and others. Specific programs include: the provision of occupational health services to federal employees; delivery of the Employee Assistance Program; emergency health services to Internationally Protected Persons;

dosimetry services (the measurement of personal, occupational exposure to radiation); and, Workplace Hazardous Materials Information System (WHMIS) a national hazard communication standard, including worker education, inspector training and standards for cautionary labels.

	Expected Results	Performance Indicators		
•	Timely system response to public service employees with psycho-social problems	•	% of public service employee clients' psychosocial problems dealt with within service standards	
•	Internationally Protected Persons and Canadian Public Servants are protected during visits and events from work-related and	•	% of visits/events without serious health- related incidents for Internationally Protected Persons or for Canadian Public Servants	

	other risks to their health and safety		
•	Adherence to Acts, Regulations, and Guidelines	•	% of federal departments that are purveyors of water, that are in compliance with the Canadian Guidelines on Drinking Water. Quality

Key Program/Service - Public Service Health

Description:

Through the Public Service Health Program, Health Canada provides occupational health and safety services to federal employees working in Canada and overseas. The Public Service Health Program has undertaken two studies aimed at revitalizing and modernizing the Program. The first study is looking at the financial management practices of the Program and will be making recommendations related to linkages between operational planning, performance measurement and resource allocation. The second study will include a review of the operational performance of the program, a client needs analysis, review of best practices, market analysis, and a gap analysis which will lead to the presentation of costed options for the renewal of the Program.

	Expected Results		, Pe	erformance Indicato	rs
Federal departments that are purveyors of water are in compliance with the Canadian Guidelines on Drinking Water Quality			contributi	of federal departmer ng to the developme vater in area of fede t	ent of a "safe
The health and well-being of Canadian Public Servants abroad including dependents and locally engaged staff is maintained			Canadiar Number of provided	of incidents of illness in Public Servants whi of times advice and g to maintain the heal rvants abroad	ile abroad guidance is
2008-09 2009			9-10	2010)-11
(\$ millions)	FTEs	(\$ millions)	FTEs	(\$ millions)	FTEs
25.6	265	25.3	265	25.3	266

Key Program/Service - Workplace Hazardous Materials Information System

Description:

Health Canada, through collaboration of its National WHMIS Office with all federal, provincial and territorial occupational health and safety regulatory authorities, is reviewing WHMIS to, among other things, be consistent with the Globally Harmonized System of Classification and Labelling of Chemicals, while maintaining WHMIS standards, improving the overall communication of hazards in Canadian workplaces and facilitating international trade in chemicals.

Expected Results			Performance Indicators		
Stakeholders and the public have confidence and trust in the regulatory system			% of stakeholders and public that have confidence and trust in the regulatory system		
2008-09 2009			9-10	2010	0-11
(\$ millions)	FTEs	(\$ millions)	- FTEs	(\$ millions)	FTEs
2.5	18	2.5	20	2.5	20

Key Program/Service - Dosimetry Services

Description:

The National Dosimetry Services (NDS) protect Canadians who are potentially exposed to ionizing radiation in the workplace by providing accurate, reliable and timely monitoring and reporting of exposures. This information allows workers to modify their methods and practices to reduce the health risks associated with ionizing radiation. The Canadian Nuclear Safety Commission requires that some workers have their radiation dose monitored and the NDS ensures that this service is available to Canadian workers. NDS also supports the Federal Nuclear Emergency Plan by providing response personnel with dosimetry capabilities in the event of a radiological emergency.

	Expected Results		Performance Indicators		
'	ponse to requests f data for workers	or radiation	% of radiation exposure reports received by workers within service standards % of clients satisfied with the service they receive		
2008	2008-09 2000			. 2010	D-11 ·
(\$ millions)	FTEs	(\$ millions)	FTEs	(\$ millions)	FTEs
1.4	69	1.4	70	1.4	70

Program Activity - Substance Use and Abuse

Planned Spending and Full-Time Equivalents (FTEs)

(\$ millions)	Forecast Spending 2007-08	Planned Spending 2008-09	Planned Spending 2009-10	Planned Spending 2010-11
Net expenditures	142.3	152.9	151.5	148.2
FTEs	555	575	586	586

Notes: The difference between forecast and planned spending is due to a reprofile of funding from 2007-08 for the Drug Strategy Community Initiative Fund to 2008-09 and 2009-10 as well as an increase in funding for the National Anti-Drug Strategy which decreases slightly in 2010-11.

Figures include an amount for departmental and regional infrastructure costs in support of program delivery.

Through regulatory, programming and educational activities, Health Canada seeks to improve health outcomes by reducing and preventing tobacco consumption and combatting alcohol and drug abuse.

Through the *Tobacco Act* and its regulations, Health Canada regulates the manufacture and sale of tobacco. Health Canada also leads the Federal Tobacco Control Strategy.

Health Canada administers the Controlled Drugs and Substances Act (CDSA) and its regulations. Through four regional labs, Health Canada provides expert scientific advice and drug analysis services to law enforcement agencies. The Marihuana Medical Access Regulations and related programs control the authorization for use and cultivation of marihuana by those suffering from grave and debilitating illnesses. Health Canada is a partner in the National Anti-Drug Strategy which includes: prevention programming aimed at youth; facilitating access to treatment programs; compliance and enforcement activities related to controlled substances and precursor chemicals; and, increased resources to drug analysis services commensurate with the increase in law enforcement resources; and the need to enhance the safety of procedures used in the dismantling of clandestine laboratories.

Expected Results		Performance Indicators	
Reduced tob	pacco consumption	•	Smoking prevalence rate in % of the Canadian population
Reduced ab controlled su	use of drugs, alcohol, and other ubstances	•	Prevalence (in %) rates of illicit drugs, alcohol, and pharmaceuticals

Key Program/Service - Tobacco

Description:

Health Canada will continue to work in support of its commitment to contributing to the improvement of the health of Canadians by reducing tobacco-related disease and death in Canada. Through the Federal Tobacco Control Strategy 2007-2011, Health Canada is committed to moving forward with a number of tobacco control initiatives including: increasing the number of smokers who quit, updating the health warning messaging on tobacco packaging, and enforcing product labelling requirements. The goal of the Federal Tobacco Control Strategy is to reduce overall smoking prevalence from 19% (2005) to 12% by 2011.

	Expected Results	Performance Indicators		
•	Declining number of Canadians who choose to smoke	Şmoking prevalence rates Canadians exposed daily to second-hand smoke		
•	Declining number of Canadians who are exposed to second-hand smoke	Number of incidents of illnesses/injury related to second-hand smoke		

Adherence to Acts and Regulations restricting Canadian youth's access to tobacco				cted retailers comp ns on the sale of tol	
200	2008-09 2009		9-10 2010-11		0-11
(\$ millions)	FTEs	(\$ millions)	FTEs	(\$ millions)	FTEs
59.9	209	59.6	210	59.4	209

Key Program/Service - Alcohol

Description:

Health Canada is developing national alcohol drinking guidelines to support Canada's move toward a culture of moderation where alcohol is used sensibly. The guidelines aim to help Canadians reduce the risks associated with drinking.

	Expected Results		Performance Indicators			
Increased awareness of responsible drinking practices			% of the population aware of National Alcohol Drinking Guidelines			
2008-09 . 2009			9-10 2010-11			
(\$ millions)	FTEs	(\$ millions)	FTEs	(\$ millions)	FTEs	
9.3	37	9.2	38	8.9	38	

Key Program/Service - Controlled Substances

Description:

The National Anti-Drug Strategy puts forth the Government of Canada's strategic approach to address key concerns surrounding the presence and use of illicit drugs in Canada. Under the Strategy, Health Canada will focus on reducing drug use among Canadians, particularly vulnerable groups; supporting effective approaches to treatment for drug dependencies; and supporting enforcement activities through enhanced compliance, particularly for precursor chemicals used in illicit drug production, and enhanced safety in the dismantling of clandestine laboratories.

Expected Results	Performance Indicators
Increased awareness and understanding of illicit drugs and harmful health and social effects associated with illicit drug use Illegal drug operations are dismantled in a safe manner	% of youth aware about harmful health and social effects associated with illicit drug use Ratio of clandestine laboratories safely dismantled in relation to the total number of labs dismantled by the Drug Analysis Service. Safety is defined as no injuries to investigation officers and no additional risk to the environment

Industry and sites comply with legislation and regulations				ected registrants/firms/users that are /non compliant		
2008	-09	200	9-10 2010-11)-11	
(\$ millions)	FTEs	(\$ millions)	FTEs	(\$ millions)	FTEs	
83.8	329	82.8	339	80.0	339	

Program Activity - Pesticide Regulation

Planned Spending and Full-Time Equivalents (FTEs)

(\$ millions)	Forecast	Planned	Planned	Planned
	Spending	Spending	Spending	Spending
	2007-08	2008-09	2009-10	2010-11
Gross expenditures	68.3	67.5	68.2	68.3
Less: Expected respendable revenues	7.0	7.0	7.0	7.0
Net expenditures	61.3	60.5	61.2	61.3
FTEs	702	707	715	712

Notes: Figures include an amount for departmental and regional infrastructure costs in support of program delivery.

To help prevent unacceptable risks to people and the environment, and facilitate access to sustainable pest management tools, Health Canada, through the Pest Management Regulatory Agency (PMRA), regulates the importation, sale and use of pesticides under the federal authority of the Pest Control Products Act (PCPA) and Regulations.

Protecting human health and the environment is an important priority for Health Canada and science is the foundation for Health Canada's activities related to the PCPA and its Regulations. We conduct assessments of risks to human health and the environment arising from exposure to chemical and biological pesticides as well as assessments of the value of these products. In support of this work, we develop assessment methodologies, pesticide testing protocols, risk reduction strategies, and risk management tools. Scientific expertise is in place in the following areas: toxicology, environmental toxicology, analytical chemistry, environmental fate and chemistry, biochemistry, endocrinology, ecology, crop science, plant pathology, entomology, occupational and bystander risk

assessment, and aggregate and cumulative risk assessment.

The PMRA will work closely with other Health Canada branches and Health Portfolio members over the next fiscal year on a variety of initiatives. We will collaborate with Health Canada and Environment Canada to achieve re-evaluation targets established through the Government of Canada's Chemicals Management Plan. We will continue to work horizontally with Agriculture and Agri-Food Canada (AAFC) through our joint Pesticide Risk Reduction Program. This year, the program will focus on finding sustainable solutions to key areas of pesticide risk associated with grower identified pest management issues. Health Canada's National Pesticide Compliance Program (NPCP) will continue to work with national partners to promote, verify and enforce compliance with the PCPA. Compliance strategies, programs and activities will be modernized to align with new priorities and to improve transparency of the program and results to Canadians.

The PMRA co-chairs a multi-departmental working group known as the '6NR', involving six federal science-based departments and agencies (Agriculture and Agri-food Canada, the Canadian Food Inspection Agency, Environment Canada, Fisheries and Oceans Canada, Health Canada, and Natural Resources Canada). Over the next fiscal year, the 6NR will complete the summative

evaluation of the Horizontal Initiative: Building Public Confidence in Pesticide Regulation and Improving Access to Pest Management Products (also referred to as the BPC Initiative). Further information can be found at: http://www.pmra-arla.gc.ca/english/pdf/plansandreports/evaluation_bpcinitiative-e.pdf.

Expected Results			Performance Indicators
•	Declining trends in levels of risk from regulated pest control products	•	Level of risks based on exposure and hazard
	Increased stakeholder awareness of risks and confidence in regulatory activities	•	% of the target population aware/engaged/confident

Human resources capacity to respond to the PMRA's needs continues to be an ongoing challenge. This requires that the PMRA continually re-prioritize work plans.

To address this, the PMRA has integrated Human Resources Planning within the Business Planning process and identified key priorities, including monitoring and reporting of these activities. The priorities are:

- Designation of Senior Manager Champion to develop a strategy with options/actions and monitoring and reporting;
- Working closely with Human Resources to build capacity; and,
- Continue to allocate funding to recruitment and staffing activities.

Key Program/Service - Evaluation of New Products

Description:

Before a new pesticide can be registered for use in Canada, Health Canada conducts an extensive premarket assessment. This includes assessments of human health risks, food residues, environmental risk, and value. Only pesticides whose use poses no unacceptable risk will be registered.

To protect health and the environment as well as to maximize the efficiency of our regulatory process, the PMRA works closely with international partners. In 2008-09, the PMRA will continue to expand on progress made with the United States and Mexico under the North American Free Trade Agreement (NAFTA) on the technical requirements and processes involved in new pesticide registration. We will also continue our work with the Organisation for Economic Development (OECD) countries with a focus to increase the number of global joint reviews and work sharing arrangements. International joint review and work sharing programs help the PMRA to address the technology gap that exists between Canada and the United States. To increase Canadians' confidence in our pesticide regulatory system, the PMRA will improve the transparency of our new product decision-making process and enhance our communications initiatives.

	Expected Results	Performance Indicators
0	Timely regulatory system response to pre- market reviews Improve international regulatory cooperation	 Proportion of regulatory actions addressed within service standards/targets Number of new registrations completed

Increase transparency and communications for the evaluation of new products			through joint review or work share programs of target population aware and engaged		
2008-09 2009		2-10	2010	-11	
(\$ millions)	FTEs	(\$ millions)	FTEs	(\$ millions)	FTEs
28.8	370	29.2	374	29.2	373

Key Program/Service - Re-evaluation of Older Products

Description:

Health Canada re-evaluates older pesticides currently available on the market to determine if their continued use is acceptable in consideration of modern scientific approaches and standards. The *PCPA* requires older pesticides to be re-evaluated on a 15-year cycle to reduce risks to human health and the environment.

The PMRA conducts joint reviews of older pesticides with international partners such as the United States, Mexico, and OECD countries to help facilitate timely decisions. In 2008-09, we will continue to work with the United States Environmental Protection Agency to develop joint re-evaluation work plans and processes, as well as to initiate two work sharing pilot projects. In addition to committing to meet the PMRA's reevaluation targets, we will be working with Environment Canada and other Health Canada branches to meet ambitious re-evaluation goals established under the Government of Canada's Chemicals Management Plan. As part of our life cycle stewardship strategy, the PMRA will be working with growers to develop transition strategies for products under re-evaluation. As with our new product decision-making process, the PMRA will increase the transparency of our re-evaluation process and improve communications to our stakeholders and the Canadian public.

Expected Results			Performance Indicators			
 Timely regulatory response to post-market review Improve international regulatory cooperation Increase transparency and communications for the re-evaluation of older products 			 Proportion of regulatory actions addressed within service standards/targets Number of re-evaluations completed through joint review or work share programs % of target population aware and engaged 			
2008	2008-09 2009		9-10	2010	0-11	
(\$ millions)	FTEs	(\$ millions)	FTEs	(\$ millions)	FTEs	
13.0	176	13.2	178	13.2	177	
Total net of revenu	otal net of revenue in the amount of \$1.9 million					

Strategic Outcome: Better Health Outcomes and Reduction of Health Inequalities Between First Nations and Inuit and Other Canadians

The objective of First Nations and Inuit health program activity is to improve health outcomes, by ensuring the availability of, and access to, quality health services, and by supporting greater control of the health system by First Nations and Inuit.

Health Canada works closely with our health partners and other federal departments to support First Nations and Inuit health. We support the Public Health Agency of Canada in its delivery of Children and Youth programming through the Aboriginal Head Start in Urban and Northern Communities program, as well as its work on a number of pan-Aboriginal programs and pandemic planning activities. We work closely with Indian

and Northern Affairs Canada (INAC) through: the First Nations Water Management Strategy, to ensure that all First Nations communities across Canada have access to a safe and reliable water supply; the Home and Community Care program, to address the gaps in continuing care services available to First Nations and Inuit communities; and the Labrador Innu Comprehensive Healing Strategy, to support long term healing in the Labrador Innu communities. We also work with Indian Residential Schools Resolution Canada to ensure that eligible former students of Indian residential schools have access to mental health and emotional supports.

Program Activity - First Nations and Inuit Health Programming and Services

Planned Spending and Full-Time Equivalents (FTEs)

(\$ millions)	Forecast	Planned	Planned	Planned
	Spending	Spending	Spending	Spending
	2007-08	2008-09	2009-10	2010-11
Gross expenditures	2,217.1	2,161.5	2,215.1	2,048.3
Less: Expected respendable revenues	5.4	5.5	5.5	5.5
Net expenditures	2,211.7	2,156.0	2,209.6	2,042.8
FTEs	2,879	2,876	2,880	2,728

Notes: The decrease in forecast/planned expenditures from 2007-08 to 2008-09 is due in part to the one-year funding received in 2007-08 to support the delivery of health services to First Nations and Inuit populations. The decrease is partially offset by an increase in the funding level for the Indian Residential Schools Resolution Health Support Program and the yearly growth for the Indian Envelope.

The increase in planned expenditures from 2008-09 to 2009-10 is due mainly to an increase in the funding level for the Indian Residential Schools Resolution Health Support Program, the National Anti-Drug Strategy, and the yearly growth of the Indian Envelope.

The decrease in planned expenditures from 2009-10 to 2010-11 is due largely to the sunset of funding for the Follow-up to the Special Meeting of Ministers and Aboriginal Leaders in September 2004 and for the Territorial Medical Travel and Health Access Funds. The decrease is partially offset by the yearly growth of the Indian Envelope.

Figures include an amount for departmental and regional infrastructure costs in support of program delivery.

Health Canada delivers a range of health services to First Nations and Inuit. A series of primary health care services are provided in approximately 200 First Nations communities, largely in rural or remote areas where access to provincial health care services is limited. In addition, home and community care services are provided in approximately 600 First Nations communities. Health Canada supports a range of communitybased health programs, focussing on children and youth, mental health and addictions, and chronic disease and injury prevention. We also deliver a range of public health programs with a focus on communicable disease control, including tuberculosis, HIV/AIDS and immunization, and environmental health and research. The Non-Insured Health Benefits (NIHB) Program provides approximately 800,000 eligible First Nations and Inuit with a limited range of medically necessary health-related goods and services not provided through private insurance plans, provincial/territorial health or social programs or other publicly funded programs. Health Canada also maintains healthcare infrastructure, including

nursing stations, treatment centres and community health centres. To support greater First Nations and Inuit control over their health system, many health programs and services are provided in collaboration with First Nations and Inuit communities, and a number of communities deliver their own health services through Contribution Agreements with Health Canada. Health Canada also works closely with other health partners, including provinces and territories, to support and coordinate health programs and services for First Nations and Inuit.

Health Canada uses information from evaluations and review studies to support program improvement on a continual basis. We will continue to work on three integrated program cluster evaluations for the Children and Youth, Environmental Health and Research and Communicable Disease Control program areas and on an implementation/process evaluation for the Maternal Child Health program in 2008-09.

Expected Results	Performance Indicators
• Strengthened community programs; better health protection; improved primary health care; and access to non-insured health benefits to contribute to improved health status of First Nations and Inuit individuals, families and communities	 Life expectancy (at birth, on and off reserve) Birth weight NIHB client utilization rates

Human Resource Challenges:

The Department continues to experience challenges in recruiting nurses into First Nations and Inuit communities, especially in remote and isolated areas. Health Canada is particularly concerned with the impact that nursing shortages have on the provision of services and the health and well-being of First Nations and Inuit, and we are undertaking a number of activities to address this challenge. Through the Aboriginal Health Human Resource Initiative, Health Canada is supporting Aboriginal students to pursue health careers, and working to improve retention of existing health care workers in First Nations and Inuit communities. We will

continue to support the recruitment and retention of nurses in First Nations communities by pursuing the integration of Nurse Practitioners and Licensed Practical Nurses for health program delivery in remote and isolated First Nations communities. We will continue an aggressive nurse recruitment campaign to include piloting a Nurse Practitioner Student Incentive program to attract Nurse Practitioner students to First Nations communities. We will also continue to work with the Canadian Association of Schools of Nursing and other stakeholders to provide appropriate education programs to meet mandatory training requirements.

Key priorities:

- Continuing to provide health-related programs and services
- 2. Improving quality of and access to health-related programs and services
- 3. Promoting healthy living and disease prevention

Improving accountability and performance
 measurement

Key Programs and Services

In addition to the four priorities, the Department has identified five key program areas from the Program Activity and Architecture (PAA).

Key Program/Service - First Nations and Inuit Community Programs

Description:

First Nations and Inuit Community Programs support a suite of community-based and community delivered programs, initiatives and strategies that collectively aim to improve the health outcomes and reduce health risks in three targeted areas: Children and Youth; Chronic Disease and Injury Prevention; and Mental Health and Addictions. In the area of children and youth, the primary objective is to improve the health of mothers, infants and families, as well as support the development of children in an effort to address the gap in life chances between Aboriginal and non-Aboriginal children. In the area of chronic disease and unintentional injury, the primary objective is to deliver services that reduce the rate of chronic diseases (such as type-2 diabetes) and injuries among Aboriginal people to levels consistent with other Canadians. Finally, in the area of mental health and addictions, the primary objective is to deliver direct prevention and promotion activities on reserves and in communities to improve physical, social, emotional, and spiritual well-being of Inuit and Aboriginal populations. Through these objectives, Community Programs support the overarching goal of supporting Aboriginal communities in becoming healthy, sustainable, culturally strong, and economically viable.

Expected Results	Performance Indicators
Improved continuum of programs and supports in First Nations and Inuit communities Increased participation of Aboriginal individuals, families, and communities in programs and supports	 Number and percentage of communities with programs Number and type of participants in programs by program type

2008-09		200	9-10	. 2010	0-11
(\$ millions)	FTEs	(\$ millions) FTEs		(\$ millions)	FTEs
347.9	408.4	363.5	408.9	247.8	387.4

Health Canada will continue to invest in the Maternal Child Health Program. This program provides pregnant First Nations women and families with infants and young children living on-reserve with home visits by nurses and trained, experienced mothers in the community. The program also

provides case management for families living with more complex needs. In the north, program funding will continue to enhance existing health promotion programs. Key plans for 2008-09 are to increase the number of trained nurses and home visitation workers and enhance existing health

promotion programs in Nunavik, Nunatsiavut and the Territories.

Work to expand the Aboriginal Head Start on Reserve (AHSOR) program will continue through increased training of AHSOR staff and a study of the status of AHSOR capital facilities in communities to better define capital requirements. The goal of the AHSOR program is to support locally controlled and designed early childhood intervention strategies for on-reserve First Nations children. Outreach activities will be strengthened and expanded to serve small communities that do not have enough children to run a centre-based program. In 2008-09, the results of 17 demonstration projects undertaken to improve integration and coordination among AHSOR, Human Resources and Social Development Canada's First Nations and Inuit Child Care Initiative, and INAC funded daycares in Alberta and Ontario will be used to inform future work on key components of the interdepartmental early childhood development strategy.

Implementation of the National Aboriginal Youth Suicide Prevention Strategy will continue with a focus on prevention, skills training, and the development of protocols to respond to suiciderelated crises. Moreover, the Strategy will support areater awareness and knowledge through activities promoting mental wellness and resiliency among youth. Evaluation, data gathering and research initiatives will be undertaken to improve knowledge of effective Aboriginal youth suicide prevention activities and how suicide impacts Aboriginal youth living off reserve and in urban areas. Health Canada and its partners have developed a strategic action plan for First Nations and Inuit mental wellness that aims to improve mental wellness through a coordinated continuum of mental health and addictions services respecting traditional, cultural and mainstream approaches to healing. Work with our partners, including the new Mental Health Commission of Canada, will continue in 2008-09 in order to validate and

implement elements of the plan. In 2008-09, key aspects of the plan that can proceed within existing resource levels, such as raising awareness of the plan and aligning existing mental wellness activities with its objectives, will be implemented. The Department will also continue to offer a range of mental health and emotional support services to former students of residential schools and their families through the Indian Residential Schools Resolution Health Support Program.

Through Patient Wait Times Guarantees pilot projects in diabetes and prenatal care services on-reserve, Health Canada will test defined time frames and access to alternative care options if these time frames are exceeded. In 2008-09, pilot projects will begin data collection and testing of time frames.

Continuing work under the Aboriginal Diabetes Initiative will improve screening and care services and will strengthen community-based diabetes prevention and promotion activities through increased training and employment of communitybased diabetes prevention workers. Participatory research will be undertaken to gather more data on pre-diabetes, diabetes and its complications, and to develop strategies to reduce the burden of the disease. Complementary activities to aid in diabetes prevention will also be undertaken including the continued promotion and dissemination of a Eating Well with Canada's Food Guide -- First Nations, Inuit, and Métis, as well as ongoing partnerships with retailers in northern isolated communities to support healthy eating by increasing the availability, quality and promotion of healthy foods.

Key Program/Service - First Nations and Inuit Health Protection and Public Health

Description:

Health Canada works with the provinces and First Nations communities to support a public health system onreserve that includes basic services such as: communicable disease control and surveillance; prenatal education; immunization; environmental health services (drinking water testing, health inspections, etc.).

	Expected Results	Performance Indicators
•	Improved access to communicable disease prevention and control programs for First Nations and Inuit individuals, families and communities	Number and percentage of communities with programs
•	Improved environmental health risk management	 Number of communities with access to a trained Community-Based Water Monitor Number of communities equipped with water testing/sampling kits

2008-09		200	9-10	2010-11	
(\$ millions)	FTEs	(\$ millions)	FTEs	(\$ millions)	FTEs
47.6	388.3	47.7	388.8	46.7	368.3

Employing a team approach which focuses on building First Nations' capacity, Health Canada works with First Nations to ensure that all First Nations communities south of 60° have access to safe and reliable drinking water. Health Canada raises awareness in First Nations communities of the importance of using safe drinking water best practices on-reserve for public health through targeted risk communication materials.

In 2008-09, Health Canada will begin implementation of a new policy to: address the drinking water quality in individual wells and wells with two to four connections on-reserve; focus on public awareness and education; enhance quality assurance/quality control monitoring for contaminants; and, develop waterborne illness procedures.

As part of Health Canada's efforts to ensure that its

nursing stations and health centres meet appropriate environmental standards, we will undertake remediation activities in at least 9 of 19 remaining contaminated sites in 2008-09. Health Canada will also continue its work with First Nations and Inuit to help them improve their health and well-being by building and supporting their capacity to identify, understand and control the impact of exposure to environmental hazards. In 2008-09, we will provide a total of \$2 million in funding to at least 10 First Nations and Inuit communities to develop community-based research projects dealing with health-related environmental issues. In addition, Health Canada will continue to conduct regionally-based traditional food safety workshops, bringing together First Nations communities to increase their knowledge of the nutritional benefits and risks of contaminants so they can make informed decisions on food choices.

Key Program/Service - First Nations and Inuit Primary Care

Description:

Health Canada provides directly or funds the provision of 24/7 primary care treatment services in 76 nursing stations located in remote and isolated reserves, where there are no provincial services readily available, and funds or provides access to home and community care services such as nursing, personal care and respite in

all First Nations and Inuit communities.

	Expected Results	Performance Indicators
•	Improved access to primary health care programs and services for First Nations and Inuit individuals, families and communities	 Number and percentage of communities with programs Number of treatment centres by type, in the communities

2008-09		2009-10		2010-11	
(\$ millions)	FTEs	(\$ millions)	FTEs	(\$ millions)	FTEs
269.4	880.8	272.7	882.0	271.5	835.5

Key Program/Service - Non-Insured Health Benefits (Supplementary) for First Nations and Inuit

Description:

The NIHB Program provides approximately 800,000 eligible First Nations and Inuit with a limited range of medically necessary health-related goods and services not provided through private insurance plans, provincial/territorial health or social programs or other publicly-funded programs. The benefits provided under the NIHB Program include prescription drugs, dental and vision care, medical supplies and equipment, short-term crisis intervention mental health services, medical transportation to access medical services not available on-reserve or in the community of residence, and health care premiums in Alberta and British Columbia.

Expected Results	Performance Indicators		
Access by eligible clients to Non-Insured Health Benefits	Utilization rates for dental and pharmacy benefits (# and %)		

2008-09		2009-10		. 2010-11	
(\$ millions)	FTEs	(\$ millions)	FTEs	(\$ millions)	FTEs
963.3	631.3	989.5	632.2	1,004.3	598.8

Key Program/Service - Governance and Infrastructure Support to First Nations and Inuit Health System

Description:

Health Governance and Infrastructure Support aims to increase First Nations and Inuit control over health programs, establish adequate First Nations and Inuit infrastructure and health services and improve capacity

to generate and use health information. These activities include: health facilities; health planning and management; capacity building; consultation and liaison; integration and coordination of health services; stewardship and health research; knowledge and information management; health human resources; e-Health services; and health services accreditation.

	Expected Results		Performance Indicators
•	Access to quality health services Increased capacity of First Nations and Inuit communities to manage and deliver health programs and services	•	# of health facilities and services accredited % of communities with community-based health systems under First Nations and Inuit control (transferred communities)

2008-09		2009-10		2010-11	
(\$ millions)	FTEs	(\$ millions)	FTEs	(\$ millions)	FTEs
528.0	567.2	536.2	568.0	472.7	538.0

Health Canada will continue to work with our partners to support the development and implementation of quality improvement activities, including accreditation of First Nations and Inuit health organizations, and modernization and accreditation of addictions treatment centres. In 2008-09, \$2.5 million will be invested in accreditation with an estimated 10% increase in the number of accredited treatment centres and health services.

By increasing the amount of bursary and scholarship funds available through the National Aboriginal Achievement Foundation and other Aboriginal organizations, we will exceed our target of doubling the numbers of First Nations, Inuit and Métis students pursuing health career studies, and in the longer term, will increase the supply of Aboriginal health care workers. We will also continue to work with provinces, territories, colleges and universities to double the number of student support programs for First Nations, Inuit and Métis health care students. Through work with health professional organizations and post-secondary school partners, health educational curricula will be adapted so that future health care workers have a better understanding of First Nations, Inuit and Métis clients, leading to an improved quality of service to the clients and better health outcomes.

Health Canada supports the construction, operation, maintenance and environmental management of on-reserve health facilities and staff residences. In 2008-09, fourteen health facilities will be constructed or expanded, and recapitalization initiatives (repairs, replacements, upgrades) will improve the working environment of clients and staff, and enhance the quality of health care services offered at the community level. We will also invest \$1.5 million in environmental audit, assessment and remediation activities to ensure operations of health facilities in First Nations communities meet environmental codes and requirements and are consistent with the Department's commitments to sustainable development.

The Aboriginal Health Transition Fund will continue to support federal, provincial and territorial governments, and Aboriginal communities and organizations, to improve the integration and adaptation of health services to better meet the needs of First Nations, Inuit and Métis. Expected results for 2008-09 include the implementation of provincial and territorial plans and projects to better adapt health care services, and the continued implementation of Health Canada Regional plans and projects, to improve the integration and coordination of provincial, territorial and federal health programs and services. These projects,

along with cross-jurisdictional First Nations, Inuit and Métis projects supported by capacity funding, will contribute to improve partnerships between federal, provincial and territorial governments and Aboriginal peoples in the delivery of health programs and services for Aboriginal peoples. In addition, Health Canada will continue to pursue improvements to quality and accessibility of health services for First Nations through tripartite agreements with provincial governments, such as the First Nations Tripartite Health Plan with the Province of British Columbia and British Columbia First Nations Leadership Council.

In March 2004, the federal government directed Canada Health Infoway to facilitate the development of an electronic Pan-Canadian communicable disease management and public health surveillance system (now known as Panorama) in partnership with the provinces and territories. In 2008-09, plans will be completed and implementation begun to include First Nations

health facilities and communities within the provincial implementations of Panorama.

Health Canada is developing plans for an enhanced and more effective use of information and communications technologies to support health care delivery and management. We will continue our collaborative work with various stakeholders towards the finalization of long-term Health Infostructure and e-Health strategy framework.

The First Nations Regional Longitudinal Health Survey is a national health survey of First Nations on-reserve. This survey collects information on medical and non-medical determinants of health and well-being of First Nations people living on reserves. Health Canada funds this survey and works collaboratively with the Assembly of First Nations on this project to build First Nations capacity and participation in health data collection and analysis. The data collection phase is expected to be completed in 2008-09.

FIRST NATIONS AND INUIT PROGRAMS AND SERVICES AND WEB LINKS

Non-Insured Health Benefits 2005/06 Annual Report

http://www.hc-sc.gc.ca/fnih-spni/pubs/nihb-ssna/2006 rpt/index e.html

Non-insured Health Benefits Program

http://www.nc-sc.gc.ca, fnih-spni/nihb-ssna/index e.html

Aboriginal Head Start On Reserve

http://www.hc-sc.gc.ca/fnih-spni/famil/develop/ahsor-papa intro e.html

Fetal Alcohol Spectrum Disorder

http://www.hc-sc.gc.ca/fnih-spni/famil/preg-gros/intro_e.html

Aboriginal Diabetes Initiative

http://www.hc-sc.gc.ca/fnih-spni/diseases-maladies/diabete/index e.html

Injury Prevention

http://www.hc-sc.gc.ca/fnih-spni/promotion/injury-bless/index e.html

Indian Residential Schools Resolution Health Support Program

http://www.hc-sc.ac.ca/fnih-spni/services/indiresident/index e.html

National Native Alcohol and Drug Abuse Program

http://www.hc-sc.gc.ca/fnih-spni/substan/ads/nnadap-pnlaada_e.html

Drinking Water Quality

http://www.hc-sc.gc.ca/fnih-spni/promotion/water-eau/index e.html

Immunization Schedule for Infants and Children

http://www.phac-aspc.gc.ca/im/is-cv/index.html

Targeted Immunization Strategy

http://www.hc-sc.gc.ca/ahc-asc/activit/strateg/fnih-spni e.html#immuni

e-Health

http://www.hc-sc.gc.ca/fnih-spni/services/ehealth-esante/index e.html

Aboriginal Health Human Resources Initiative

http://www.hc-sc.gc.ca/ahc-asc/activit/strateg/fnih-spni e.html#ahhri-irrhs

New web-links to the Communicable Disease Control Division (CDCD)

http://www.hc-sc.gc.ca/ahc-asc/branch-dirgen/fnihb-dgspni/phcphd-dsspsp/cdcd-dcmt e.html

Contribution Agreements

http://www.hc-sc.gc.ca/fnih-spni/finance/agree-accord/index_e.html



SUPPLEMENTARY INFORMATION

Table 1: Departmental Links to the Government of Canada Outcomes

Planned Spending (\$ millions)								
Program Activity	2008-09	2009-10	2010-11	Alignment to Governme of Canada Outcome Ar				
Strategic Outcome #1: / Canadians	Accessible and su	ustainable health	system responsiv	ve to the health needs of				
Canadian Health System	306.3	304.9	291.8	Healthy Canadians				
Canadian Assisted Human Reproduction	2.1	2.1	2.1	Healthy Canadians				
International Health Affairs	28.7	28.4	28.2	A safe and secure world through international co-operation				
Strategic Outcome #2: /	Access to Safe ar	nd Effective Health	Products and F	ood and Information for Health				
Health Products	186.5	184.1	180.9	Healthy Canadians				
Food and Nutrition	77.9	76.3	76.0	Healthy Canadians				
Strategic Outcome #3: Healthy, Sustainable Livi			l Risks from Pro	ducts and Substances, and				
Sustainable Environmental Health	165.4	179.9	177.6	A clean and healthy environment				
Consumer Products	24.2	24.6	26.6	Healthy Canadians				
Workplace Health	34.8	34.1	32.2	Healthy Canadians				
Substance Use and Abuse	152.9	151.5	148.2	Healthy Canadians				
Pesticide Regulation	60.5	61.2	61.3	Healthy Canadians				
	Better Health Ou	tcomes and Redu	ction of Health I	nequalities Between First Nation				
Strategic Outcome #4: and Inuit and Other Car First Nations and Inuit Health Programming and Services		2,209.6	2,042.8	Healthy Canadians				

Table 2: Sustainable Development Strategy

Health Canada's current Sustainable Development Strategy (SDS) entitled "A Path to Sustainability" is a three-year strategic plan containing commitments to integrate sustainable development principles and practices into our policies, programs and operations - recognizing the complex interrelationships between health, the environment, the economy, and a range of social elements.

Maintaining continuity with the previous strategy, SDS IV builds on the same three themes:

- Helping to create healthy social and physical environments
- Minimizing the environmental and health effects of the department's physical operations and activities
- Integrating sustainable development into departmental decision-making and management processes

Health Canada's Strategy contains 51 measurable targets under these three long-term themes. The targets contribute to the department's strategic outcomes such as access to safe and effective health products and information, reduced health and environmental risks, safer living and working environments, and better health outcomes for First Nations and Inuit and other Canadians. Specific targets address priorities such as clean air, clean water, sustainable communities, protection of the environment and human health, food safety, procurement, training and awareness, environmental stewardship, and integrating sustainable development into departmental decision-making and management processes.

Our Strategy reflects Health Canada's commitment to a coordinated federal approach for the fourth round of departmental SDSs, a government-wide initiative, led by Environment Canada, to strengthen coherence and accountability across departmental sustainable development strategies. This collaborative effort resulted in a set of common federal sustainable development goals and an associated reporting format that will enable government-wide reporting on key federal sustainable development issues for the first time since the establishment of the SDS process.

Select targets from Health Canada's Sustainable Development Strategy 2007-10: A Path to Sustainability, are documented in the table below in addition to performance measures, and expected progress for the fiscal year April 1, 2008 - March 31, 2009. The targets are numbered as they are in the Health Canada Sustainable Development Strategy for ease of reference. Priorities for 2008-09 include:

- Implementation of the Air Quality Health Index in 7 Census Metropolitan Areas
- Publication of a complete Climate Change and Health Vulnerability Assessment
- Publication of Guidelines for Canadian Household Reclaimed Water
- Revised policies on Product-Specific Health Claims
- Establishment of procedures and mechanisms to phase-out low fuel-efficient vehicles in Health Canada's fleet

For additional information on targets found in Health Canada's Sustainable Development Strategy 2007-10: A Path to Sustainability, please contact the Office of Sustainable Development at osd@hc-sc.gc.ca

Six Federal Long-Term Sustainability Goals

- 1. Clean and secure water for people, marine and freshwater ecosystems
- II. Clean air for people to breathe and ecosystems to function well
- III. Reduce greenhouse gas emissions
- IV. Communities enjoy a prosperous economy, a vibrant and equitable society, and a healthy environment for current and future generations
- V. Sustainable development and use of natural resources
- VI. Strengthen federal governance and decision-making to support sustainable development

Legend for the following table:

SDS Departmental Goal:

SDS Departmental Targets:

Performance Measure from Current SDS:

Department's Expected Results for 2008-09:

Clean Air	en in state til programmen til sent med med millig på til en men med til state til sent en sent og det en sen Senten som en til en er en til hand handen senten til en en en senten men han senten state state senten sen en	en er flestikken er i tillhet skriverskering i kommen til trette i med i kriver i med i kriver i krivet i men De styretikken som i kommente i med flest i medter kom styretikken til styretikken i skrivet i kriver i krivet
Between 2007-10, Health Canada will work to improve management and communication of the health risks of indoor and outdoor air pollution, including fact sheets, finalization of the Air	# of Census Metropolitan Areas where AQHI is implemented Air Health Indicator (AHI) developed and tested	Finalize development and test the AHI by March 31, 2009 Report on AHI in the final Canadian Environmental Sustainability Indicators Report
Quality Health Index (AQHI) and further development of the Air Health Indicator. (1.1.3) Supports Federal Goal II		obstantability materiors report
During the course of SDS IV, Health Canada will develop tools and information materials, including a summary of the Climate Change and Health Vulnerability Assessment, to better	Risk management tools developed and implemented (e.g. Heat alert systems) with partners and stakeholders Publication of completed Climate	Assessment and summary document published and distributed
prepare Canadians and health professionals to deal with potential health impacts associated with a changing climate. (1.1.4) Supports Federal Goal II	Change and Health Vulnerability Assessment on Health Canada web site	
оорроно годона. Обда н		

Clean Water

During the period 2007-10, Health Canada will establish and/or implement strategies, including a national waterborne contamination and illness response protocol, to help address and prevent incidences of drinking water contamination across jurisdictions, including for small systems and in small, rural and remote communities. (1.2.5) Supports Federal Goal I Real-time alert and reporting system for Boil Water Advisories developed (with the Public Health Agency of Canada), pilot tested, launched, and adopted progressively by federal, provincial and territorial (F/P/T) governments

Successful completion of pilot projects or strategies to address current gaps specific to small systems, and testing and adoption by Canadian jurisdictions Promote use through F/P/T channels

Identification/evaluation of tools and strategies for small systems

Expected Result by 2010:

Provinces adopt a common set of strategies to address current gaps specific to small drinking water systems, leading to improved drinking water quality, particularly in rural and remote communities

During the course of SDS IV, Health Canada will develop and update a minimum of 5 water quality guidelines for specific contaminants annually, including drinking and recreational water. (1.2.6) Supports Federal Goal I # of guidelines for water quality approved and adopted by F/P/T committees 5 guidelines/guidance documents for water quality approved by F/P/T committees

Guidelines for Canadian Recreational Water Quality posted on Health Canada website for public consultation

Publication of final version of Guidelines for Canadian Household Reclaimed Water

Sustainable Communities

By March 2010, Health Canada commits to having completed the assessment of 16 sites requiring investigation of suspected petroleum hydrocarbon contamination, as well as the remediation of the 18 known petroleum hydrocarbon contaminated sites (as of March 2006) for which the department is responsible at health facilities on reserves. (1.3.2)

Supports Federal Goal IV

Sites suspected, or known to have petroleum hydrocarbon contamination assessed and remediated, if required

Assessment and remediation reports developed

Remediate 10 petroleum hydrocarbon contaminated sites

During the course of SDS IV, at least one of Health Canada's regional offices will explore the opportunity to collaborate with provincial and municipal organizations in the development of sustainable development practices or initiatives. (1.3.17 Supports Federal Goal IV

Number of car-pooling registrations on the internet site

The Démarche Allégo project in the Québec Region will encourage and promote better commuting habits with the car-pooling initiative

Protection of the Environment and Human Health

During the 2007-10 period, develop a regulatory framework based on policy and technical analysis of issues related to the development of *Environmental Assessment Regulations* for new substances contained in products regulated under the Food and *Drugs Act.* (1.4.2)

International analysis conducted

Development of the regulatory framework data requirements for the Environmental Assessment Regulations Advancing the development of the regulatory framework for the Environmental Assessment Regulations for new substances contained in products regulated under the Food and Drugs Act

Consultation on the regulatory frameworks for the Environmental Assessment Regulations

Development of data requirements for the *Environmental Assessment Regulations*

Consultation on the data requirements for Environmental Assessment Regulations

Food Safety

By March 2010, continue to establish policies and standards related to the nutritional quality of foods (Trans Fat, Food Fortification, Product-Specific Health Claims). (1.5.2)

Transfat

Implemented action plan

Food Fortification

Number and type of regulations and policies developed and published

Transfat

Stakeholder support for and implement the plan of action established in 2007-08

Food Fortification

A-comprehensive policy on the discretionary fortification of foods

Product-specific Health Claims
Regulatory framework: revised
policies and recommendations

By March 2010, continue to:

develop appropriate intervention strategies to reduce the public's exposure to priority pathogens in specific

Food borne Pathogens

Number of educational documents published (i.e., Codes of Practice, policies, Internet postings)

Food borne Pathogens

Increased consumer awareness of risk avoidance practices for:

- unpasteurized juices
- meats

Unpasteurized Juice Regulation:

commodities

- increase consumer awareness of risk avoidance practices for targeting specific commodities and vulnerable groups
- update risk management strategies to limit exposure to Canadians to selected chemicals in food. (1.5.4)

 Publication of proposed regulation in Canada Gazette Part I

For Safe Handling of Raw Ground Meats and Poultry:

- Draft regulatory amendment package for Canada Gazette Part I including RIAS and Communications Plan
- Finalize amendments
 Guideline #10

Foodborne Chemicals

Implement a risk communication plan on risks to mercury in fish and benefits of fish consumption (target population at risk, women of childbearing age and young children)

Develop effective risk management approaches to reduce Canadian dietary exposure to low-level genotoxic carcinogens and other trace contaminants in food (i.e., environmental sources and food processing-induced)

Develop integrated Food Chemical Surveillance plan through Health Canada's Food Chemical Safety Network, and set standards to limit exposure to selected natural toxins (e.g. oxytoxin A and vomitoxin DON)

Fleet

By March 2010, reduce greenhouse gas (GHG) emission per vehicle per kilometre. (2.1.1) Supports Federal Goal III Annual average GHG emissions per vehicle per kilometre reduced

Establish procedures and mechanisms to phase-out low fuel-efficient vehicles, increasing the use of ethanol-blended vehicles and hybrids

Standardizing key fleet management processes

Building Energy

By March 2009, an action plan to reduce GHG emissions in Health Canada's custodial laboratories will be developed and implemented (2.2.2) Supports Federal Goal III and GGO Goal 'Other custodian departments and agencies will establish and report on meaningful departmental targets in support of the overal FHIO target for building by 2010'

Level of GHG emissions

With consultation and cooperation with RPFMD Custodial Portfolio, establish baseline data, tracking mechanisms and develop action plan

Procurement

By March 2010, all materiel managers and procurement personnel will attend a recognized training course on green procurement offered by Public Works and Government Services Canada (PWGSC), Canada School of Public Service (CSPS), or any other federal government department. (2.3.2) Supports Federal Goal III

Number of materiel managers and procurement personnel trained

Increase in level of knowledge and awareness on green procurement

Advertise Green Procurement training courses offered by PWGSC and CSPS to all materiel managers and procurement personnel

Updated internal procurement training material

Review action plan on green procurement training for the department and conduct a followup survey to assess increase in knowledge and awareness of green procurement

Training

Health Canada will join with other government departments and the CSPS to design and deliver new Government of Canada Sustainable Development training material. Delivery to begin by December 2007. (2.4.1) Supports Federal Goal VI Formal inclusion of the SD course (#727) in the CSPS program of studies

Number of Health Canada employees that successfully complete the course In 2008, the new course will be part of the regular course offerings of the CSPS

Policy analysts will be better trained in the application of SD principles in their particular domain

Integration

By the end of 2008, as a pilot project, Health Canada will apply a sustainable development lens to select policies and programs. (3.1.1)

Supports Federal Goal VI

Final revision and printing of the SD lens following the completion of a pilot

Presentation of the lens and pilot results to management committees as a tool to be applied in the development of all planning documents including
Memorandum to Cabinet and
Treasury Board Secretariat
submissions

Inclusion of the lens in planning and policy development process

In 2008-09, final revisions and improvements to the lens will be made based on feedback received from the pilot with the Health Policy Branch

The lens will be introduced to senior management to secure support for its inclusion in planning and policy development process

Update on the Health Canada Sustainable Development Policy Suite: Policies the Department has adopted to advance Sustainable Development

Sustainable Development Policy

Since its first SDS, Health Canada has worked to create a culture that recognizes the importance of sustainable development in the planning and delivery of our strategic outcomes. Approval of a Sustainable Development Policy in December 2000 enabled the integration of five key principles (shared responsibility, integrated approaches, equity, accountability, and continuous improvement) into the Department's third SDS and acted as guiding principles for the development of the fourth strategy covering the 2007 to 2010 period.

Environmental Management Systems

The importance of sound environmental management of our operations and activities was underscored in the creation of the 2000 Health Canada Environmental Management Policy and the development of the Environmental Management Systems (EMS) Division. The use of an EMS, a tool for managing compliance, minimizing negative impacts and risks to the environment, and for continual improvement, supports the principles of sustainable development. The priorities of the EMS Division include:

 maintaining and improving the departmental EMS including its supporting policies and database

- implementing actions in support of its own SDS targets
- fostering environmental stewardship

Strategic Environmental Assessment

While environmental management of operations and activities is done through the EMS process, Strategic Environmental Assessment (SEA) offers a systematic and comprehensive process for evaluating the environmental effects of a policy, plan or program and its alternatives, at the earliest stage of planning. Health Canada has a requirement to complete SEAs in conformance with the 2004 Cabinet Directive on the Environmental Assessment of Policy, Plan and Program Proposals. The Department has developed a policy and guidelines for SEA to support departmental efforts to ensure proposals with important positive or negative environmental effects are identified and that these effects are either enhanced or mitigated in the implementation of the policy, plan or program. SEA training is currently offered to Health Canada analysts in both the National Capital Area and in the regions.

In 2008-09, the Office of Sustainable Development (OSD) will revise the 2004 Health Canada Policy and Guidelines on Strategic Environmental Assessment to formalize new protocols and practices to improve SEA management in response

to the recommendations made by the Commissioner of the Environment and Sustainable Development. The policy changes combined with aggressive, professional SEA training will ensure that environmental considerations are better reflected in all departmental documents submitted to the Minister or to Cabinet for decision.

The following additional tables can be found on the Treasury Board of Canada Secretariat's website at http://www.tbs-sct.gc.ca/est-pre/20082009/p3a_e.asp.

Details of Transfer Payment Programs
Evaluations
Foundations (Conditional Grants)
Green Procurement
Horizontal Issues
Internal Audits
Progress Toward the Department's Regulatory Plan
Services Received Without Charge
Sources of Respendable and Non-respendable
Revenue
Status Report on Major Crown Projects
User Fees



OTHER ITEMS OF INTEREST

Health Canada's Regional Operations - An Overview

Health Canada provides programs and services to Canadians in every province and territory in the country. Over one-third of Health Canada's employees work in communities outside the National Capital Region.

This cross-country presence allows Health Canada to deliver national services in a way that responds to regional issues and priorities; to develop relationships, partnerships and local knowledge that contribute to both the design and the delivery of effective programs and policies; and to build on opportunities for local collaboration with other governments, partners and stakeholders.

In 2008-09, Health Canada's regional operations will help the department realize these benefits through ongoing collaborative and consultative work, as well as by delivering on the Department's mandate through regional projects and initiatives.

REGIONALLY-RESPONSIVE SERVICE DELIVERY

Health Canada's regional staff will continue to deliver programs and services that respond to the needs of people and communities across Canada.

They will conduct inspection and surveillance activities related to consumer products, controlled drugs and substances, pesticides, and health products, building on local knowledge of manufacturing, importing and retail activities in each region.

Health Canada staff will conduct locally-based risk assessments and evaluations and provide health advice to federal employees, provinces and municipalities related to chemical contaminants and exposure levels, drinking water standards and work environments.

They will work with First Nations and Inuit communities to provide community-based health promotion and disease prevention programs and Home and Community Care Programs, and to help these communities develop emergency preparedness plans suited to their unique needs.

The ACCES Project in Quebec Region is an example of an initiative that will deliver Health Canada's services to First Nations in a way that responds to client needs and issues. The project will designate an officer to serve as a "single window" for each community to access Health Canada. It will help communities improve their capacity to plan and implement health programs and will support improved management and accountability.

Regions will also continue to implement projects using the Aboriginal Health Transition Fund to improve the integration of provincial/territorial and federal health services, and better meet the needs of First Nations and Inuit communities.

OUTREACH AND INFORMATION

Through outreach and collaboration with governments, clients and partners in the regions, Health Canada's regional staff makes a critical contribution to the Department's knowledge base, as well as building awareness among clients in the region and providing opportunities for local stakeholder input.

The regions will continue to fund disease surveillance for First Nations and Inuit communities as well as provide intelligence on local health policy and health systems issues to support departmental policy and program development.

They will carry out consultations and share knowledge and intelligence, both to provide information to stakeholders, and to gather and assess regional views and interests in order to help shape national policies and regulations.

In the Atlantic Region, for example, Health Canada will work with a policy network of Health Portfolio partners to coordinate a horizontal approach to regional mental health initiatives. In addition, the Atlantic and Alberta regions will work together on a five-year initiative to develop and improve population health surveillance capacity for First Nations.

COLLABORATION WITH REGIONAL PARTNERS

In a number of regions, Health Canada is entering into collaborative agreements with partners to ensure that services are integrated to cover a range of clients' needs. The Tripartite First Nations Health Plan in the British Columbia (BC) region is an example of collaboration among the provincial government, Health Canada and First Nations that will move into its implementation phase in 2008.

The tripartite model is being adapted and pursued in other regions. For example, in the Ontario region, a First Nations Public Health Initiative will be established among the provincial Ministry of Health and Long-Term Care, the Chiefs of Ontario and Health Canada to promote an integrated approach to public health on reserve.

In the Northern region, similarly, collaboration will help improve accountability and client care. The Northern region will continue to collaborate with the Government of Nunavut, through a comanagement forum, to identify priorities for the administration and delivery of the Non-Insured

Health Benefits program in Nunavut, and to foster a dialogue on issues of shared concern.

The Product Safety Program is another area in which collaboration with local partners improves effectiveness. Health Canada's officers will continue to work with counterparts from Environment Canada and the Canada Border Services Agency to increase their scope for inspection and detection of unsafe products entering Canada.

The National Anti-Drug Strategy also creates opportunities for partners in the regions to work together to provide an appropriate range of services. In the BC region, Health Canada will work with provincial and municipal partners to develop innovative and integrated programming to address issues of addiction and substance abuse.

Through activities such as these, matching national directions to local conditions and opportunities, Health Canada's regional presence will continue to help the Department to maximize the reach and effectiveness of its programs and resources.

Advancing the Science Agenda

Over the past few years, Health Canada has strengthened its ability to perform and use science. Particular attention has been given to addressing the following priority areas:

- Science advice Promoting the effective use of science in policy making: Assisting the Department in employing quality science advice in its policy and regulatory decisions;
- Science management Enhancing science capacity and quality: Encouraging due diligence and ensuring Health Canada has the science capacity it needs to meet current and emerging challenges; and
- Science promotion Raising awareness and understanding of science conducted at Health Canada: Improving stakeholder and public understanding of departmental science and its contribution to the health and safety of Canadians.

SCIENCE ADVICE

The Department will consider how best to implement the recommendations from a 2007-08 review of the Departmental Science Advisory Board to ensure the continued effectiveness of external science advice to the Minister.

As a science-based department, Health Canada must ensure that its research is conducted in a responsible manner. Health Canada's Research Ethics Board (REB), an independent body of experts, will continue to ensure that research involving humans that is funded or conducted by the Department meets the highest ethical standards. Other planned activities include the provision of research ethics training to researchers in the Department and in the Public Health Agency of Canada (PHAC), and the development of a Health Canada science integrity policy to strengthen the oversight and governance of departmental science and research.

SCIENCE MANAGEMENT

Mobilizing Science and Technology (S&T) to Canada's Advantage, the Government of Canada's new S&T Strategy (federal Strategy), provides a multi-year framework for action aimed at strengthening the contribution that S&T make to Canada's economic development and social wellbeing. Health and related life sciences and technologies is identified as a priority sector within the federal Strategy. Health Canada will continue to coordinate departmental and Health Portfolio (Canadian Institutes of Health Research and PHAC) implementation of the health-related policy commitments of the federal Strategy. In addition, Health Canada will continue to work with members of the federal S&T community to develop government-wide S&T initiatives. Health Canada will continue to champion the federal S&T community's pilot Scientists as Leaders Development Program. Health Canada is currently working with other departments to evaluate the pilot and determine the feasibility and value of continuing the Program.

The Department will finalize and implement a Health Canada S&T Strategy. The departmental Strategy, which provides a policy framework for the identification of science priorities over the next five to ten years, will enable the Department to be more responsive to the needs of Canadians. The Department will also develop improved internal approaches for better linking science, science policy and policy development.

Northern S&T has achieved significant prominence in Canada in recent years and the 2007 Speech from the Throne further strengthened the Government of Canada's commitment to this issue. Health Canada will develop a departmental plan for addressing Northern S&T issues and will identify opportunities to participate in Government of Canada activities in this area.

The Department will continue to pursue strategic partnerships and linkages with external partners/stakeholders to access the science and augment the science capacity needed to fulfill the

Department's regulatory and policy responsibilities.

Health Canada will continue its efforts to support the recruitment, retention, development, and promotion of scientists. The Department will continue to enhance its Post-Doctoral Fellowship Program, as well as departmental participation in the Natural Sciences and Engineering Research Council's Visiting Fellowships Program, to ensure they remain responsive to departmental needs.

SCIENCE PROMOTION

Health Canada will continue its efforts to raise awareness and understanding of the science and research it conducts and uses, including through frequent updates to relevant pages on the departmental Internet site. The Department will host its annual Science Forum to showcase the work of its scientists and researchers and discuss the cutting-edge science that informs policy and regulatory decision making. The Forum will also facilitate linkages and information sharing between departmental researchers and decision makers and counterparts from across Canada.

PROMOTION DE LA SCIENCE

Santé Canada continuera de faire connaître les activités en science et en recherche qu'il mène et fréquentes des pages pertinentes sur son site Web. Le Ministère présentera son Forum scientifiques annuel pour souligner le travail de ses scientifiques et chercheurs et discuter des activités scientifiques et chercheurs et discuter des activités scientifiques de pointe qui éclairent les décisions de politique et des réglementation. Le Forum favorisera également les liens et le partage d'information entre les chercheurs et les décideurs au Ministère et leurs chercheurs et les décideurs au Ministère et leurs homologues partout au Canada.

les interventants externes afin de consulter la science et d'augmenter les capacités scientifiques dont il a besoin pour satisfaire à ses responsabilités quant à la réglementation et aux politiques.

Santé Canada continuera d'appuyer le recrutement, le maintien en poste, le perfectionnement et l'avancement des scientifiques. Le Ministère continuera d'améliorer son Programme de bourses de recherche postdoctorale et d'accroître sa participation au Programme des bourses de recherche scientifique du Conseil de recherches en scientifique du Conseil de recherches en scientifique du Conseil de s'assurer qu'ils demeurent attentifis aux besoins du s'assurer qu'ils demeurent attentifs aux besoins du Ministère.

Programme pour l'avancement des sciences

la recherche au Ministère.

GESTION DE LA SCIENCE

scientifiques et l'élaboration de politiques. mieux coordonner la science, les politiques également de meilleures méthodes internes afin de besoins des Canadiens. Le Ministère élaborera et permettra au Ministère de mieux satisfaire aux scientifiques pour les cinq à dix prochaines années cadre stratégie dans le but de définir les priorités atratégie des 5-T. La stratégie fédérale fournit un Le Ministère peaufinera et mettra en œuvre la savoir s'il serait utile de le poursuivre. programme pilote et à déterminer la faisabilité à présentement, avec d'autres ministères, à évaluer le tédéral des 5-T. Santé Canada travaille leadership à l'intention des scientifiques du milieu ub trogramme pilote de développement du Canada poursuivra son rôle de champion au sein des 5-T à l'échelle du gouvernement. Santé milieu fédéral des 5-7 à l'élaboration d'initiatives Santé Canada collaborera avec les membres du recherche en santé du Canada et l'ASPC). De plus, eb stutitzni zel) étanz al eb elliueterior de le santé de la Stratégie tédérale, au sein du ministère en œuvre des engagements stratégiques liés à la Santé Canada continuera de coordonner la mise secteur prioritaire dans la Stratégie fédérale. technologies connexes sont définies à titre de santé de même que les sciences de la vie et les économique et au bien-être social du Canada. La renforcer l'apport des 5-T au développement renferme un plan d'action pluriannuel destiné à sciences et de la technologie au profit du Canada, Stratégie fédérale), intitulée Réaliser le potentiel des technologie (5-T) du gouvernement du Canada (la La nouvelle stratégie des sciences et de la

La question des 5-T dans le Nord a pris de l'ampleur au Canada ces dernières années. Le gouvernement du Canada a d'ailleurs raffermi son engagement à cet égard dans le discours du Trône de 2007. Santé Canada élaborera un plan au sein du Ministère pour traiter des questions des 5-T dans le Nord et définira des possibilités de participer aux activités du gouvernement du Canada dans ce domaine.

Le Ministère approfondira ses liens avec les partenaires et partenaires stratégiques ainsi que les partenaires et

Au cours des dernières années, Santé Canada a renforcé sa capacité de mener et de mettre à profit ses activités scientifiques. Une attention particulière a été accordée aux secteurs prioritaires suivants :

- Conseils scientifiques Promouvoir l'utilisation efficace de la science dans la prise de décisions : aider le Ministère en appliquant des conseils scientifiques de qualité dans ses décisions politiques et de réglementaires;
- Gestion de la science Renforcer les capacités et la qualité en science : favoriser la diligence raisonnable et veiller à ce que Santé Canada ait les capacités scientifiques nécessaires pour répondre aux défis actuels et nouveaux;
- Promotion de la science Faire connaître les activités scientifiques menées à Santé Canada : favoriser la compréhension des intervenants et du public sur les activités scientifiques du public sur les activités scientifiques du sécurité des Canadiens.

CONSEILS SCIENTIFIQUES

Le Ministère étudiera la meilleure façon de mettre en œuvre les recommandations tirées d'un examen du Conseil consultatif des sciences du Ministère effectué en 2007-2008 afin d'assurer l'efficacité constante des conseils scientifiques externes fournis au ministre.

En raison de sa vocation scientifique, Santé Canada doit veiller à l'exécution responsable de ses activités de recherche. Le Conseil d'éthique de la recherche (CER) de Santé Canada, groupe d'experts indépendant, continuera de veiller à ce que la recherche avec des êtres humains subventionnée ou effectuée par le Ministère rigoureuses. Parmi les autres activités prévues, rigoureuses. Parmi les autres activités prévues, signalons la prestation d'une formation en éthique de la recherche aux chercheurs du Ministère et de l'Agence de la santé publique du Canada (ASPC), ainsi que l'élaboration d'une politique d'intégrité scients que l'élaboration d'une politique d'intégrité scientifique de Santé Canada pour renforcer la scientifique de Santé Canada pour renforcer la surveillance et la gouvernance de la science et de surveillance et la gouvernance de la science et de surveillance et la gouvernance de la science et de

responsabilisation et les soins aux clients. La région du Mord collaborera avec le gouvernement du Munavut, par l'entremise d'un groupe de cogestion chargé de déterminer les priorités liées à l'administration et à l'exécution de programmes de services de santé non assurés au Munavut, et de favoriser le dialogue sur des questions d'optique commune.

Le Programme de la sécurité des produits est un autre domaine où la collaboration avec des partenaires locaux permet d'améliorer l'efficacité. Les agents de Santé Canada collaboreront avec leurs homologues d'Environnement Canada et de l'Agence des services frontaliers du Canada en vue d'élargir leur champ d'inspection et de détection de produits dangereux entrant au Canada.

La Stratégie canadienne antidrogue crée elle aussi des possibilités de partenariats régionaux qui travailleraient de concert en vue de fournir une gamme appropriée de services. Dans la région de la Colombie-Britannique, Santé Canada conjuguera ses efforts avec des partenaires provinciaux et municipaux afin d'élaborer des provinciaux et municipaux afin d'élaborer des programmes innovateurs et intégrés pour aborder la dépendance et l'abus de drogues et d'autres la dépendance et l'abus de drogues et d'autres

Grâce à ce type d'activités qui tavorisent l'appariement entre les orientations nationales et les conditions et possibilités locales, la présence de Ministère à maximiser la portée et l'efficacité de ses programmes et de ses ressources.

Dans la région de l'Atlantique, par exemple, Santé Canada collaborera à un réseau stratégique de partenaires du portefeuille de la Santé pour coordonner une méthode horizontale pour les régions regionales en santé mentale. De plus, les régions de l'Atlantique et de l'Alberta collaboreront à d'élaboration d'une initiative quinquennale visant à développer et à améliorer la capacité de surveillance de la santé au sein des Premières nations.

RÉGIONAUX

Dans un certain nombre de régions, Santé Canada conclut des ententes de collaboration avec divers partenaires pour assurer l'intégration des services de manière à ce qu'ils répondent à un vaste éventail des besoins des clients. Le Plan tripartite pour la santé des Premières nations de la région de la Colombie-Britannique est un exemple de collaboration entre le gouvernement provincial, collaboration entre le gouvernement provincial, collaboration entre le gouvernement provincial, santé Canada et les Premières nations. Sa mise en couvre est prévue pour 2008.

Le modèle tripartite est adapté et mis en œuvre dans d'autres régions. Dans la région de l'Ontario, par exemple, l'Initiative pour les services de santé publique destinés aux Premières nations réunira le ministère de la Santé et des Soins de longue durée provincial, les chefs de l'Ontario et Santé Canada afin de promouvoir une approche intégrée axée sur la santé publique dans les réserves.

Dans la région du Mord, un projet de collaboration semblable permettra d'améliorer la

Opérations régionales de Santé Canada - Un aperçu

besoins particuliers. planification des mesures d'urgence adaptés à leurs ces communautés à élaborer des plans de domicile et en milieu communautaire, et pour aider

responsabilisation accrue. appuiera une meilleure gestion et une planifier et appliquer les programmes de santé, et Santé Canada. Cela leur permettra de mieux communautés puissent avoir accès aux services de « guichet unique », pour que toutes les Le projet désignera un agent devant servir de à leurs préoccupations et à leurs besoins propres. Santé Canada aux Premières nations qui répondent exemple d'initiative qui fournira les services de Le projet ACCES de la région du Québec est un

des Premières nations et des Inuits. territoriaux et tédéraux, et de mieux répondre aux intégrer les services de santé provinciaux, 'adaptation des services de santé, en vue de mieux œuvre des projets à l'aide du Fonds pour Les régions continueront également de mettre en

Grâce à l'extension des services et à la EXTENSION DES SERVICES ET INFORMATION

locaux l'occasion de faire valoir leur point de vue. clients de la région et qu'il fournit aux intervenants compter qu'il participe à la sensibilisation des la base de connaissances du Ministère, sans de Santé Canada contribue de taçon essentielle à les partenaires des régions, le personnel régional collaboration avec les gouvernements, les clients et

de programmes du Ministère. appuyer l'élaboration de politiques et l'exécution sur les questions liées aux systèmes de santé, pour renseignements sur les politiques locales en santé et nations et des Inuits ainsi que de fournir des des maladies pour les communautés des Premières Les régions continueront de financer la surveillance

réglementation à l'échelle nationale. afin d'aider à façonner les politiques et la d'analyser les points de vue et intérêts régionaux l'information aux intervenants, et de recueillir et renseignements dans le but de tournir de échangeront des connaissances et des Les régions tiendront des consultations et

> l'extérieur de la région de la capitale nationale. Santé Canada travaillent dans des communautés à territoire du pays. Plus du tiers des employés de services aux Canadiens dans chaque province et Santé Canada fournit des programmes et des

partenaires et intervenants. collaboration locale avec d'autres gouvernements, efficaces, et à s'appuyer sur les occasions de et exécuter des programmes et des politiques et à apprendre à connaître le milieu pour concevoir régions, à créer des liens, à nouer des partenariats de manière à réagir aux enjeux et aux priorités des permet de fournir des services à l'échelle nationale La présence de Santé Canada partout au pays lui

projets régionaux. mandat du Ministère à la faveur d'initiatives et de consultation permanentes ainsi qu'à l'exécution du avantàges grâce à la collaboration et à la Canada lui permettront de profiter de ces En 2008-2009, les opérations régionales de Santé

SERVICES À L'ÉCOUTE DES RÉGIONS

communautés partout au Canada. répondent aux besoins des personnes et des d'offrir des programmes et des services qui Le personnel régional de Santé Canada continuera

dans chacun des régions. activités de fabrication, d'importation et de détail de santé, en s'appuyant sur une connaissance des substances contrôlées, aux pesticides, aux produits de consommation, aux drogues et autres d'inspection et de surveillance reliées aux produits Le personnel régional poursuivra ses activités

relatives à l'eau potable et aux milieux de travail. chimiques et au degré d'exposition, aux normes des conseils sur la santé quant aux contaminants fonctionnaires fédéraux, provinciaux et municipaux évaluations sur place des risques et fournira aux Le personnel de Santé Canada mènera des

maladies ainsi que des programmes de soins à de promotion de la santé et de prévention des atin de tournir des programmes communautaires communautés des Premières Nations et les Inuits Le personnel du Ministère collaborera avec les



Tâxàtming stalus saxtua

d'amélioration à adopter dans le cadre de la mise en application de la politique, du plan ou du programme. Actuellement, la formation sur l'EES est offerte aux analystes de Santé Canada dans le secteur de la capitale nationale et au sein des régions.

En 2008-2009, le Bureau du développement durable (BDD) révisera la politique et les lignes directrices de Santé Canada sur l'évaluation environnementale stratégique de 2004 en vue d'officialiser de nouveaux protocoles ou de nouvelles protiques afin d'améliorer la gestion de l'EES en réponse aux recommandations du commissaire à l'environnement et au développement durable. La modification de la politique et la formation dynamique des professionnels sur l'EES garantinont que tous les documents ministériels soumis à l'approbation du ministe ou du Cabinet témoignent davantage des ministre ou du Cabinet témoignent davantage des considérations environnementales.

Les tableaux supplémentaires suivants se trouvent sur le site Web du Secrétariat du Conseil du Trésor du Canada à l'adresse : http://www.tbssct.ac.ca/est-pre/20080009/p3a_f.asp.

Renseignements sur les programmes de paiements de transfert de transfert Évaluations
Fondations (subventions conditionnelles)
Achats écologiques Initiatives horizontales
Unitiatives horizontales
Progrès à l'égard du plan de réglementation du ministère
Services reçus à titre gracieux
Sources de revenus disponibles et de revenus non disponibles
Gappont d'étape sur les grands projets de l'État Frais d'utilisation

constante) dans la troisième Stratégie de développement durable du Ministère et a servi de principe directeur à l'élaboration de la quatrième Stratégie pour la période s'échelonnant de $200 \ 0.010$.

<u>Systèmes de gestion environnementale</u>
L'importance d'une saine gestion environnementale
de nos opérations et de nos activités a été
soulignée au moment de la création, en 2000, de
la politique de gestion de l'environnement durable
de Santé Canada et de la Division des systèmes de
gestion de l'environnement (DSGE). L'utilisation
un outil de gestion de l'environnement (SGE),
no outil de gestion de la conformité permettant de
réduire les conséquences négatives et les risques
pour l'environnement ainsi que d'assurer une
amélioration continue, encourage les principes du
développement durable. Les priorités de la DSGE
sont les suivantes:

- entretenir et améliorer le SGE du Ministère,
 y compris les politiques connexes et la
 base de données;

 metire en penure des mesures pour
- appuyer ses propres cibles associées à la appuyer ses propres cibles associées à la
- encourager la gérance de l'environnement.

ainsi que les mesures d'atténuation ou environnementaux positits ou négatifs importants les projets qui risquent d'entraîner des effets les efforts ministériels pour permettre de déterminer directrices concernant l'EES dans le but de soutenir Ministère a mis sur pied une politique et des lignes politiques, de plans et de programmes. Le sur l'évaluation environnementale des projets de conformément à la directive de 2004 du Cabinet Canada est tenu de procéder à ses EES de rechange dès le début de la planification. Santé d'un plan ou d'un programme et de ses solutions évaluer les effets environnementaux d'une politique, offre un processus global et systématique pour l'évaluation environnementale stratégique (EES) des activités se tait par l'entremise du SGE, Si la gestion environnementale des opérations et Evaluation environnementale stratégique

En 2008-2009, révisions finales et améliorations des perspectives en fonction des commentaires reçus dans le cadre du projet pilote effectué par la Direction générale de la politique de la santé. Les perspectives seront présentées à la haute direction afin d'obtenir à la haute direction afin d'obtenir dans les processus de planification dans les processus de planification et d'élaboration des politiques.	Révision finale et impression des perspectives de DD après la fin du projet pilote. Présentation des résultats obtenus à partir des perspectives de développement durable et du projet pilote aux comités de projet pilote aux comités de gestion comme un outil utile dans la préparation de tous les documents de planification, y compris des mémoires au Cabinet et des présentations au Conseil du et des présentations au Conseil du	D'ici la fin de 2008 et comme projet pilote, Santé Canada examinera certaines politiques et programmes selon les perspectives de développement durable. (3.1.1) Appuie l'objectif fédéral DD VI
Training, and the state of the artists and the state of the second	lyggyende i statogytima osobod kotot tetrifikastaliteg kuslistikani mensilan eti Muhamma endistalis. Pita	noitargétal
En 2008, le nouveau cours fera partie des cours régulièrement offerts par l'EFPC. Les analystes des politiques seront mieux formés au sujet de l'application des principes de DD dans leur champ de compétence.	Inclusion officielle du cours de DD (n° 727) au programme d'études de l'EFPC. Nombre d'employés de Santé Canada qui réussissent le cours.	Santé Canada collaborera avec d'autres ministères gouvernementaux et l'EFPC pour concevoir et présenter du nouveau matériel de formation sur le développement du pour le gouvernement du Canada dès décembre 2007.
The state of the s		noilomo1
achats. Revoir le plan d'action concernant la formation sur les achats écologiques pour le Ministère et effectuer une enquête de suivi pour évaluer l'amélioration des connaissances et de la sensibilisation aux achats écologiques.		publique du Canada (EFPC) ou tout autre ministère du gouvernement fédéral. (2.3.2)

Mise à jour relative à l'ensemble des politiques de développement durable de Santé Canada : politiques adoptées par le Ministère pour favoriser la progression du développement durable.

Inclusion des perspectives dans les processus de planification et d'élaboration des politiques.

Trésor.

L'approbation d'une politique en matière de développement durable en décembre 2000 a permis l'intégration de cinq principes clés (partage de la responsabilité, intégration des approches, équité, responsabilisation et amélioration Politique de développement durable Depuis sa première SDD, Santé Canada s'emploie à créer une culture qui reconnaît l'importance du développement durable dans la planification et la livraison de nos résultats stratégiques.

(TPSGC), l'École de la fonction

gouvernementaux Canada

səsivnəč tə ssilduq

Faire la promotion des cours de formation pour des achats écologiques offerts par TPSGC et l'EFPC à tous les gestionnaires de matériel et à tous les membres du personnel chargés des achats.	Nombre de gestionnaires de matériel et de membres du personnel responsables des achats formés. Amélioration des connaissances et de la sensibilisation au suiet des de la sensibilisation au suiet des	D'ici mars 2010, tous les gestionnaires de matériel et le personnel chargé des achats participeront à une formation reconnue sur les achats écologiques offerte par Travaux publics et Services
Continue of the Administration of the Administration		startaA
		(2.2.2) ta III a III a III a III et III a
En consultation et en collaboration avec le portefeuille réservé de la DBIGI, établir des données de référence, des mécanismes de surveillance et élaborer un plan d'action.	Émissions de GES.	D'ici mars 2009, un plan d'action pour réduire les émissions de gaz à effet de serre dans les laboratoires sous la responsabilité de Santé Canada sera élaboré et mis en oeuvre.
Justinia de la contrata de la filia de la contrata de la filia de la contrata de la filia	issements	Consommation d'énergie des établ
Mettre en place des procédures et des mécanismes pour supprimer progressivement les véhicules consommateurs d'essence, en favorisant les véhicules l'éthanol et les véhicules hybrides. I'éthanol et les véhicules hybrides. Processus de gestion du parc automobile.	Réduction annuelle des émissions moyennes de GES par véhicule et par kilomètre.	D'ici mars 2010, réduire les émissions de gaz à effet de serre (GES) par véhicule et par kilomètre. (2.1.1) Appuie l'objectif fédéral DD III
surveillance intégré des produits chimiques dans les produits chimiques dans les aliments, par l'entremise du réseau pour la sécurité chimique des aliments de Santé Canada, et établir des normes destinées à limiter l'exposition à certaines toxines l'exposition à certaines toxines adminimentation à certaines toxines despirées de l'exposition à certaines toxines de l'exposition à certaines toxines de l'exposition à certaines de l'exposition à certaines de l'exposition à certaines de l'exposition à certaine des des l'exposition à certaine des des de l'exposition à certaine des des des des des des des des des de		Parc automobile;

achats écologiques.

de la sensibilisation au sujet des

tormation internes relatits aux

Mettre à jour les outils de

élaborer un plan de

.(stnəmila

par la transformation des environnementale ou induits (c.-à-d. de source traces dans les aliments sontaminants à l'état de génotoxiques et à d'autres de cancérogènes Canadiens à de taibles doses l'exposition alimentaire des risques pour réduire efficaces de gestion des élaborer des méthodes enfants). en âge de procréer et jeunes (population à risque, femmes consommation de poisson des bienfaits associés à la mercure dans le poisson et associés à la présence de communication des risques mettre en oeuvre un plan de les aliments Produits chimiques présents dans la ligne directrice n° 10. terminer les modifications de (4.2.1) plan des communications; présents dans les aliments. produits chimiques réglementation (REIR) et un l'étude d'impact de la Canadiens à certains y compris le Résumé de limiter l'exposition des Gazette du Canada; partie I, gestion du risque pour la réglementation pour la actualiser les stratégies de rédiger une modification de vulnérables; produits et les groupes : Alliplov viande hachée crue et de la risques, qui visent certains Manipulation adéquate de la moyens d'éviter les Canada, partie I. consommateurs aux règlement dans la Gazette du sensibiliser davantage les publication du projet de produits; : ésinueteaq présents dans certains Règlement sur le jus non pathogènes prioritaires les viandes. du public aux agents les jus non pasteurisés; pour réduire l'exposition concernant les produits suivants: Internet). d'intervention appropriées permettant d'éviter les risques pratique, politiques, affichages sur élaborer des stratégies consommateurs aux pratiques publiés (c.-à-d. codes de bonne Sensibiliser davantage les Nombre de documents intormatits : fius iup Pathogènes d'origine alimentaire Pathogènes d'origine alimentaire D'ici mars 2010, poursuivre ce et recommandations révisées.

Allégations relatives aux effets facultatif des aliments. globale sur l'enrichissement Elaboration d'une politique (S.C. [) .(stras al rus Enrichissement alimentaire de politiques conçus et publiés. particuliers de certains produits Nombre et type de règlements et allégations relatives aux effets Enrichissement alimentaire application. trans, enrichissement alimentaire, 2007-2008 et le mettre en nutritionnelle des aliments (gras quant au plan d'action établi en normes sur la qualité Obtenir l'appui des intervenants Mise en place d'un plan d'action. d'établir des politiques et des Gras trans Gras trans D'ici mars 2010, continuer Salubrité des aliments environnementale. pour le Règlement sur l'évaluation exigences relatives aux données Consultation concernant les sur l'évaluation environnementale. aux données pour le Règlement Elaboration des exigences relatives l'évaluation environnementale. (S.A. [) .esugoab to stnomila sol réglementaire lié au Règlement sur réglementés en vertu de la Loi sur Consultation concernant le cadre contenues dans les produits environnementale. visant les nouvelles substances la Loi sur les aliments et drogues. Règlement sur l'évaluation l'évaluation environnementale dans les produits réglementés par réglementaire se rapportant au l'élaboration du Règlement sur nouvelles substances contenues aux données du cadre des enjeux se rapportant à environnementale pour les Elaboration des exigences relatives politiques et l'analyse technique Règlement sur l'évaluation réglementaire fondé sur les cadre réglementaire lié au internationale. 2010, élaborer un cadre Progression de l'élaboration du Exécution de l'analyse Pendant la période de 2007-Protection de l'environnement et de la santé humaine VI QQ lanèbèt fitasido'l siuqqA (\(\tilde{\capacita}\) d'initiatives en matière de l'établissement de pratiques et provinciale ou municipale, à organismes, à l'échelle à l'initiative de covoiturage. de collaborer avec des relatives aux déplacements grâce Canada examinera la possibilité favorisera de meilleures habitudes bureaux régionaux de Santé région de Québec encouragera et covoiturage sur le site Internet. SDD IV, au moins un des Nombre d'inscriptions au Pendant la période visée par la Le projet Démarche Allégo dans la

Cadre réglementaire : politiques

particuliers de certains produits sur

la santé

Eau propre

provinciales et territoriales. l'entremise de voies tédérales, Encourager l'utilisation par

petits réseaux. outils et des stratégies pour les Détermination et évaluation des

Résultats escomptés d'ici 2010 :

communautés rurales et éloignées. potable, en particulier dans les amélioration de la qualité de l'eau d'aqueduc entrainant une propres aux petits réseaux pour combler les lacunes actuelles ensemble de stratégies communes Les provinces adopteront un

Santé Canada à des fins de Canada sur le site Web de utilisées à des fins récréatives au au sujet de la qualité des eaux Publication des Recommandations territoriaux. tédéraux, provinciaux et approuvés par les comités guides sur la qualité de l'eau Approbation de cinq directives et

recyclées. sur les eaux domestiques Recommandations canadiennes Publication de la version finale des

consultation publique.

provinciaux et territoriaux. par les gouvernements tédéral, lancement et adoption progressive évaluation du projet pilote, la santé publique du Canada), (en collaboration avec l'Agence de pour les avis d'ébullition de l'eau en temps réel et de déclaration Conception d'un système d'alerte

Canada. provinces et les territoires du évaluation et adoption par les propres aux petits réseaux et de combler les lacunes actuelles pilotes ou de stratégies permettant Achèvement réussi de projets

Nombre de directives sur la qualité

provinciaux et territoriaux. par les comités fédéraux, de l'eau approuvées et adoptées

assurera la mise à jour annuelle. des fins récréatives, et en l'eau des plans d'eau utilisés à notamment à l'eau potable et à spécifiques, se rapportant trait à des contaminants sur la qualité de l'eau en ce qui a point au moins cinq directives SDD IV, Santé Canada mettra au

Pendant la période visée par la

Appuie l'objectif fédéral DD I

petites communautés rurales et

pays, en particulier dans les petits

l'eau potable dans l'ensemble du

maladie, afin d'aider à contrer et mesures d'intervention en cas de

à prévenir la contamination de

contamination de l'eau et les

protocole national sur la

stratégies, notamment un

mettra en oeuvre diverses

Santé Canada élaborera et

Pendant la période 2007-2010,

réseaux d'aqueduc, dans les

en région éloignée. (1.2.5)

Appuie l'objectif fédéral DD I

Communautés durables

couune: pétroliers est soupçonnée ou contamination aux hydrocarbures besoin, des sites où la Evaluation et assainissement, au

d'évaluation et d'assainissement. Etablissement des rapports

VI dd Ibabetif fédéral DD IV dans les réserves. (7.3.2) dans les établissements de santé qui relèvent de sa compétence pétroliers connus (en mars 2006) contaminés aux hydrocarbures sətis 8 [səb tnəməszinibsza`l əup pétroliers soupçonnée de même contamination aux hydrocarbures nécessitant une enquête sur la l'évaluation des 16 sites s'engage à avoir terminé D'ici mars 2010, Santé Canada

pétroliers. contaminés aux hydrocarbures Assainissement de dix sites

aldarub tnamaqqolavàb ab aráitam na Les six objectifs à long terme du gouvernement fédéral

De l'air pur à respirer, essentiel au bon fonctionnement des écosystèmes	11
Approvisionnement assuré en eau propre pour les personnes et les écosystèmes marins et dulgaquicoles	1

séduire les émissions de gaz à effet de serre

environnement sain pour les générations actuelles et tutures Les collectivités bénéficient d'une économie prospère, d'une société dynamique et équitable et d'un .VI

Développement et utilisation durables des ressources naturelles .\

développement durable Rentorcer les mécanismes tédéraux de gouvernance et de prise de décisions afin de soutenir le

Légende du tableau suivant :

Santé Canada travaillera à

Pendant la période 2007-2010,

par le Ministère Résultais escomptés

; 9002-8002 nog

ia SDD actuelle : Mesure du rendement à partir de

Cibles ministérielles de la SDD :

Objectif ministériel de la SDD :

AIL DUL

.17

Rapport concernant I'IAS dans le 31 mars 2009 de l'évaluation de l'IAS d'ici le

Achèvement de la conception et

rapport final intitulé Indicateurs

canadiens de durabilité de

l'environnement.

où la CAS est mise en application. métropolitaines de recensement Nombre de régions

l'indicateur air-santé (IAS). Conception et évaluation de

Appuie l'objectif fédéral DD II indicateur air-santé. (1.1.3) poursuite de la conception d'un cote air santé (CAS) et la d'information, l'achèvement de la publication de fiches qu'à l'extérieur, par la pollution de l'air tant à l'intérieur pour la santé que représente la la communication des risques l'amélioration de la gestion et à

sommaire. documents d'évaluation et du Publication et distribution des

partenaires et des intervenants. chaleur) en collaboration avec des (p. ex. systèmes d'alerte à la eupsir ub noitseg eb slituo'b Conception et mise en oeuvre

Santé Canada. terminée, sur le site Web de vulnérabilité de la santé, une fois changement climatique et de la Publication de l'évaluation du

Appuie l'objectif fédéral DD II changements climatiques. (1.1.4) potentielles sur la santé liées aux composer avec les répercussions les professionnels de la santé à mieux préparer les Canadiens et vulnérabilité de la santé, afin de changement climatique et de la ub noitaulavà'l eb esimmos matériel d'information, dont un élaborera des outils et du SDD IV, Santé Canada Pendant la période visée par la

Tableau 2 : Stratégie de développement durable

d'éléments sociaux. reconnaissant ainsi les interrelations complexes entre la santé, l'environnement, l'économie et une gamme principes et des pratiques de développement durable dans nos politiques, programmes et opérations, durable » consiste en un plan stratégique triennal comprenant des engagements quant à l'intégration des L'actuelle Stratégie de développement durable (SDD) de Santé Canada intitulée « Sur la voie du développement

Dans la continuité de la stratégie précédente, la SDD IV s'appuie sur les trois mêmes thèmes :

- Favoriser la création d'environnements sociaux et physiques sains.
- l'environnement et la santé. Réduire au minimum les effets des opérations matérielles et des activités du Ministère sur
- Intégrer le développement durable aux processus de décision et de gestion du Ministère.

durable dans les processus ministériels de prise de décisions et de gestion. achats, la formation et la sensibilisation, la gérance de l'environnement et l'intégration du développement communautés durables, la protection de l'environnement et de la santé humaine, la salubrité des aliments, les autres Canadiens. Les cibles particulières répondent à des priorités comme l'air pur, l'eau propre, les de travail plus sains de même que de meilleurs résultats pour la santé des Premières nations, des Inuits et des efficaces et à de l'information, la diminution des risques pour la santé et l'environnement, des milieux de vie et terme. Les cibles favorisent les résultats stratégiques du Ministère comme l'accès à des produits de santé sûrs et La Stratégie de Santé Canada comporte 51 objectifs mesurables correspondant à ces trois thèmes à long

de SDD. questions fédérales sur le développement durable pour la première fois depuis la mise en oeuvre du processus modèle de rapports qui permettront à tous les ministères de présenter des rapports quant aux principales communs en matière de développement durable à l'échelle fédérale ainsi qu'à l'élaboration connexe d'un développement durable. Cet effort de collaboration a conduit à l'établissement d'un ensemble d'objectifs Environnement Canada pour rentorcer la cohérence et la responsabilisation dans les stratégies ministérielles de quatrième série de la SDD du Ministère, une initiative de portée gouvernementale dirigée par Notre stratégie reflète l'engagement de Santé Canada à adopter une approche fédérale coordonnée pour la

pour 2008-2009, se trouvent les suivantes : résultats escomptés pour l'exercice s'échelonnant du 1 er avril 2008 au 31 mars 2009. Parmi les priorités durable de Santé Canada sont énoncées dans le tableau ci-dessous en plus des mesures de rendement et des Les cibles choisies dans la Stratégie de développement durable 2007-2010 : Sur la voie du développement

- la mise en application de la cote air santé dans sept régions métropolitaines de recensement;
- sauțé; la publication d'une évaluation complète des changements climatiques et de la vulnérabilité de la
- la publication des Recommandations canadiennes sur les eaux domestiques recyclées;
- la mise en place de procédures et de mécanismes pour supprimer progressivement les véhicules les politiques révisées sur les allégations relatives à la santé propre à un produit;
- consommateurs d'essence à Santé Canada.

Bureau du développement durable à l'adresse suivante : osd@hc-sc.gc.ca durable 2007-2010 : Sur la voie du développement durable de Santé Canada, veuillez communiquer avec le Pour obtenir de plus amples renseignements sur les objectifs indiquées dans la Stratégie de développement

Tableau 1 : Lien du ministère avec les résultats du gouvernement du Canada

	۲٬۲۵0 ٤	3 256,7	8'9618	Total
Des Canadiens en santé	8′Z♭0 Z	2 209,6	0'991 7	Programmes liés à la santé des Premières nations et des liunits
əb totè'l ərtnə sètilogèni səb noit	santé et réduc	sen matière de Disentres C	meilleurs résultat t des Inuits et ce	Résultat stratégique n° 4 :De santé des Premières nations e
Des Canadiens en santé	٤'١٩	Z'19	5'09	Réglementation des pesticides
Des Canadiens en santé	Z'8†l	5'151	6'791	Consommation et abus de
Des Canadiens en santé	32,2	1'78	8'78	Santé en milieu de travail
Des Canadiens en santé	9′97	9'77	Ζ′⊅Ζ	Produits de consommation
Un environnement propre et aoin	9'771	6'621	<i>t</i> ′991	Hygiène de l'environnement durable
				Résultat stratégique n° 3 : Rés substances et des produits rég
Des Canadiens en santé	0'94	ε'94	6'77	noitintun tə stnəmilA
Des Canadiens en santé	6'081	l'#81	5'981	Produits de santé
seb 6 te sescaces et 6 des	Js stnəmila səb			Résultat stratégique n° 2 : Act
Un monde sécuritaire et sécurisé grâce à la coopération internationale	Z'8Z	b′8Z	∠′8Z	Les affoires internationales de santé
Des Canadiens en santé	۱٬۵	۱٬۲	L'Z	La procréation assistée au Canada
Des Canadiens en santé	8'167	304'6	ε'90ε	Le système de santé au Canada
and aux besoins de santé de la	durable qui rép	é accessible et	système de sant	Résultat stratégique n° 1 : Un population canadienne
Harmonisation avec le secteur de résultats du gouvernement du Canada	2010- 2010-	2010 2009-	2008- 2008-	əmmargorq əb ətivitəA
	əb znoilli	révues (en m dollars)	Dépenses p	



RENSEIGNEMENTS SUPPLÉMENTAIRES

SITES INTERNET DES PROGRAMMES ET SERVICES OFFERTS AUX PREMIÈRES NATIONS ET AUX INUITS

Rapport annuel 2005/06 sur le programme des services de santé non assurés http://www.hc-sc.gc.ca/fn/h-spn/pubs/nihb ssna/2006_rpt/index_t.html

Services de santé non assurés dirinh-ssna/index f.html. atthm.hc-sc.gc.ca/fnih-spni/nihb-ssna/index f.html

Programme d'aide préscolaire aux autochtones des réserves https://www.hc-sc.gc.ca/fnih-spni/famil/develop/ahsor-papa_intro_f.html

Ensemble des troubles causés par l'alcoolisation fétale

Imtr.1_oitni\zorg-paq\limpf\inqs-h ofto.sc.gc.sc.dc.www\\;qtft

Initiative sur le diabète chez les Autochtones Initiative sur le diabète chez les Autochtones

| Initiative le diabète chez les Autochtones | Initiative le diabète chez les Autochtones | Initiative le diabète chez les Autochtones | Initiative le diabète chez les Autochtones | Initiative le diabète chez les Autochtones | Initiative le diabète chez les Autochtones | Initiative le diabète chez les Autochtones | Initiative le diabète chez les Autochtones | Initiative le diabète chez les Autochtones | Initiative le diabète chez les Autochtones | Initiative le diabète chez les Autochtones | Initiative le diabète chez les Autochtones | Initiative le diabète chez les Autochtones | Initiative le diabète chez les Autochtones | Initiative le diabète chez les Autochtones | Initiative le diabète chez les Autochtones | Initiative le diabète chez les Autochtones | Initiative le diabète chez les Autochtones | Initiative le diabète chez les Autochtones | Initiative le diabète chez les Autochtones | Initiative le diabete chez l

Prévention des blessures http://www.hc-sc.gc.ca/fnih-spni/promotion/injury-bless/index_f.html

Programme de soutien en santé - résolution des questions des pensionnats indiens hitp://www.hc-sc.gc.ca/fnih-spni/services/indiresident/index f.html

Programme national de lutte contre l'abus de l'alcool et des drogues chez les Autochtones

Qualité de l'eau potable | Qualité de l'eau pota

Calendrier de vaccination pour nourrissons et enfants http://www.pnac.aspc.uc.ca/im/is-cv/index_hnml

Stratégie d'immunisation ciblée http://www.hc-sc.gc.ca/ahc-asc/activit/strateg/fnih-spni_f.html#immuni

Cybersanté Tard 1 xabaileanna breasailteanniseanniseanniseanna brianna 1 mart

pripty www.bc-sc.gc ca.abc-asc/activ t/strategy/riph-spnit_fintral#abhr-inths

Mouveaux liens Internet avec la Division du contrôle des maladies transmissibles (DCMT)

Accords de contribution

Accords de contributi

Santé Canada est à élaborer des plans visant à renforcer et à rendre plus efficace l'utilisation des technologies de communication et de l'information pour soutenir la prestation et la gestion des soins de santé. Mous collaborerons avec divers intervenants en vue de mettre au point une infostructure de la santé et le cadre d'une stratégie à long terme de cybersanté.

L'Enquête régionale longitudinale sur la santé des Premières nations est une enquête nationale portant sur la santé des Premières nations dans les réserves. Elle collecte des informations sur les déterminants médicaux et non médicaux de la santé et du bien-être des peuples des Premières nations vivant dans les réserves. Santé Canada en assume le financement et collabore avec l'Assemblée des Premières Mations à ce projet dans le but de créer une capacité pour les Premières nations et faire participer ces dernières à la collecte et à l'analyse de données sur la santé. La phase de collecte devrait prendre fin en 2008-2009.

communautés et les établissements de santé des aura débuté et Panorama sera implanté dans les planification sera terminée et la mise en oeuvre provinces et les territoires. En 2008-2009, la nom de Panorama), en partenariat avec les maladies transmissibles (désormais connu sous le surveillance de la santé publique et de gestion des création d'un système électronique pancanadien de Intoroute Santé du Canada la tâche de taciliter la En mars 2004, le gouvernement tédéral contia à Colombie-Britannique sont partie prenante. Nations Leadership Council de la la province de la Colombie-Britannique et le First tripartite pour la santé des Premières nations dont gouvernements provinciaux telles que le Plan accessibilité par des ententes tripartites avec les santé offerts aux Premières nations et leur chercher à améliorer la qualité des services de autochtones. De plus, Santé Canada continuera de de services de santé aux communautés autochtones dans la prestation de programmes et

Premières nations.

	Total des receites nettes compris dans le montant de 5 450 000 \$								
0′889	7,274	0'899	7′989	7'299	0′879				
qT3	en millions de dollars)	q13	eb enoillim ne) (enollob	qT3	eb enoillim ne) (en blars)				
2010 2010-2011		5008-2009							
systèmes de santé communautaires gérés par les Premières nations et les lnuits (communautés ayant conclu une entente de transfert)				tiunl eab ta enoiton gorq eab ta easivra	,				

développement durable. engagements du Ministère quant au question d'environnement et sont contormes aux nations satisfont aux codes et aux exigences en exploités dans les communautés des Premières pour nous assurer que les établissements de santé d'évaluation et de correction environnementales million de dollars dans des activités de révision, communautés. Nous allons également investir 1,5 rentorcer la qualité des services de santé offerts aux l'environnement des clients et du personnel et à modernisation) contribueront à améliorer réfection (réparations, remplacements, seront construits ou agrandis et des initiatives de 2008-2009, quatorze établissements de santé des logements du personnel dans les réserves. En environnementale des établissements de santé et l'exploitation, l'entretien et la gestion

provinciaux, territoriaux et fédéral et les peuples améliorer les partenariats entre les gouvernements financement de leurs capacités, contribueront à nations, des Inuits et des Métis soutenus par le les projets interorganisationnels des Premières territoriaux et tédéraux. Ces projets, de même que programmes et des services de santé provinciaux, d'améliorer l'intégration et la coordination des provinciaux et territoriaux de Santé Canada en vue résultat la réalisation des plans et des projets 2008-2009, nous prévoyons obtenir comme Premières nations, des Inuits et des Métis. En de santé et de mieux satisfaire ainsi aux besoins des d'améliorer l'intégration et l'adaptation des services organisations autochtones dans leurs efforts en vue territoriaux ainsi que les communautés et les es gouvernements fédéral, provinciaux et l'intention des Autochtones continuera de soutenir Le fonds pour l'adaptation des services de santé à

Santé Canada collaborera avec ses partenaires, à soutenir la formation et la mise en œuvre d'activités d'amélioration de la qualité, y compris l'accréditation d'organisations de santé des Premières nations et des Inuits et la modernisation et l'accréditation de centres de traitement de la toxicomanie. En 2008-2009, le Ministère consacrera 2,5 millions de dollars à l'accréditation, ce qui augmentera d'environ 10 % le nombre de centres de traitement et de services de santé centres de traitement et de services de santé accrédités.

effets sur la santé. du service à la clientèle et de produire de meilleurs Métis, ce qui aura pour effet d'améliorer la qualité membres des Premières nations, des Inuits et des travailleurs de la santé connaissent mieux les clients programmes de tormation pour que les tuturs scolaires postsecondaires, nous allons adapter les professionnels de la santé et des établissements En concertation avec des organismes de partie des Premières nations, des Inuits et des Métis. programmes d'aide aux étudiants en santé taisant universités en vue de doubler le nombre de provinces, les territoires, les collèges et les santé. Nous collaborerons également avec les des travailleurs autochtones dans le secteur de la et, à plus long terme, nous augmenterons l'effectit poursuivent des études dans le domaine de la santé Premières nations, des Inuits et des Métis qui nombre d'étudiants appartenant au groupe des dépasserons notre objectif qui est de doubler le d'autres organisations autochtones, nous Fondation nationale des réalisations autochtones et de perfectionnement, par l'entreprise de la En augmentant le nombre de bourses d'études et

Santé Canada soutient la construction,

5,258	5′172	0,288	272,7	8'088	p'69Z
qT3	eb snoillim ne) (snollob	ETP	əb znoillim nə) (zrollob	9T3	eb snoillim ne) (sablob
2010-2011		2010	-8008	5005	-8002

Programme et services clés - Services de santé non assurés (prestations supplémentaires) pour les Premières nations et les Inuits

: noitqinoseQ

Le programme des services de santé non assurés fournit à près de 800 000 membres des Premières nations et des Inuits admissibles un certain nombre de biens et de services nécessaires pour la santé qu'ils ne peuvent pas obtenir par l'entremise de régimes d'assurance privés de santé, provinciaux ou territoriaux, ou d'autres programmes publics. Les avantages qu'il comporte sont les suivants : la prescription de médicaments, des soins dentaires et de la vue, des fournitures et des équipements médicaux, des services de soins de santé mentale consistant en une intervention à court terme en cas de crise, un moyen de transport pour raison médicale pour se rendre à des centres de services non disponibles dans les réserves ou la communauté de résidence et des primes d'assurance-santé en Alberta et en Colombie-Britannique.

• Taux d'utilisation des soins dentaires et de la fourniture de médicaments (nombre et pourcentage)	• Accès par des clients admissibles à des services de santé non assurés
Indicateurs de rendement	Résultats escomptés

1	8'869	1 004,3	7′789	9'686	٤٬١٤٩	8'896
	9T3	eb enoillim ne) (dellars)	ETP	eb enoillim ne) (enollob	d13	en millim ne) dollars)
	1102	-010-	2009-2010		5000	-8002

Programme et services clés - Gouvernance et soutien de l'infrastructure du le système de santé des Premières nations et les Inuits

Description:

Le programme Gouvernance et soutien de l'infrastructure a pour but d'augmenter le contrôle des Premières nations et des Inuits sur les programmes de santé, d'établir une infrastructure et des services de santé adéquats pour les Premières nations et les Inuits et augmenter leur capacité à produire et à utiliser de l'information sur la santé. Les activités prévues concernent les établissements de santé, la planification et la gestion de la santé, la planification et la coordination des services de santé, la recherche en santé, la gestion des connaissances et de l'information, les services de santé, les services de contrait de la santé ainsi que l'accréditation des services de santé.

Indicateurs de rendement		Résultats escomptés	
Nombre d'établissements et de services de	•	Accès à des services de santé de qualité	•
santé accrédités Pourcentage des communautés ayant des	•	Plus grande capacité des communautés des	٠

٤′89٤	L'9t	388,8	Z'ZÞ	8,885	9'47
ETP	(en millions de dollars)	gT3	əb snoillim nə) (srollob	ETP	en sillim ne) dollars)
1102-0102		0102	-2009-	5000	-8002

choix de ce qu'elles mangent. puissent prendre des décisions éclairées quant au risques que posent les contaminants pour qu'elles des bienfaits nutritionnels de cette nourriture et des Premières nations à augmenter leur connaissance en vue d'amener l'ensemble des communautés des régionaux sur la salubrité des aliments traditionnels Canada continuera d'organiser des ateliers liées à la santé environnementale. De plus, Santé recherche communautaires portant sur les questions pour qu'elles élaborent des programmes de communautés des Premières nations et des Inuits Ol sniom up à tnameanant à b sallob et snoillim 2008-2009, le Ministère fournira un total de 2 exposition à des risques environnementaux. En définir, comprendre et contrôler l'impact d'une en s'appuyant et en soutenant leur capacité à aider à améliorer leur état de santé et leur bien-être Premières nations et les Inuits dans le but de les Canada poursuivra également ses travaux avec les sites encore contaminés en 2008-2009. Santé des projets de correction dans au moins 9 des 19 environnementales appropriées, nous allons mener centres de santé satisfont aux normes ses te sasurer que ses postes de soins infirmiers et ses

Employant une démarche d'équipe centrée sur la création d'une capacité des Premières nations, Santé Canada collabore avec les Premières nations, à faire en sorte que leurs communautés approvisionnement en eau fiable et sans danger. Le communautés des Premières nations, dans les communautés des Premières nations, de l'importance pour la santé publique d'employer les pratiques exemplaires en gestion de l'employer les dans les réserves en diffusant des documents dinformation ciblés.

En 208-2009, Santé Canada mettra en œuvre une nouvelle politique visant les objectifs suivants: évaluer, dans les réserves, la qualité de l'eau potable contenue dans les puits individuels et les puits ayant de deux à quatre raccordements; centrer son action sur la formation et l'information du public; améliorer l'assurance et le contrôle de la qualité en faisant la chasse aux contaminants; élaborer des méthodes concernant les maladies dorigine hydrique.

Comme partie des efforts de Santé Canada pour

Programme et services clés - Premières nations et Inuits - Soins de santé primaires

Description:

Santé Canada fournit directement ou finance l'offre de services de soins primaires, vingt-quatre heures sur vingt-quatre, sept jours par semaine, dans 76 postes de soins infirmiers situés dans les réserves éloignées et isolées où il n'existe pas de services provinciaux facilement accessibles et finance ou offre des services de soins à domicile ou en milieu communautaire tels que des soins infirmiers, personnels ou supplétifs dans toutes les communautés des Premières nations et des Inuits.

options de soins si ces délais sont dépassés. En 2008-2009, la collecte de données et la vérification des délais débuteront dans le cadre des projets pilotes.

qualité et la promotion d'aliments sains. alimentation en augmentant la disponibilité, la isolées du Nord pour favoriser une bonne des magasins de détail dans les communautés canadien, ainsi qu'un partenariat permanent avec Inuits et des Métis, au moyen du Guide alimentaire alimentation auprès des Premières nations, des par exemple, la promotion continue d'une saine la prévention du diabète seront également lancées; Des activités complémentaires destinées à faciliter stratégies visant à réduire le poids de la maladie. diabète et ses complications et d'établir des réunir plus de renseignements sur le prédiabète, le effectuerons une recherche participative en vue de diabète en milieu communautaire. Nous travailleurs spécialisés dans la prévention du augmentation de la formation et de l'emploi de de promotion en milieu communautaire par une de rentorcer la prévention du diabète et les activités d'améliorer le dépistage et les services de soins et sur le diabète chez les Autochtones permettra La poursuite du travail dans le cadre de l'Initiative

pensionnats indiens. seb anoitseup seb noitulosés - étnas ne neituos et à leurs tamilles par l'entremise du Programme de émotionnel aux anciens étudiants des pensionnats services de soutien en santé mentale et du soutien continuera également d'ottrir une gamme de objectits, seront mis en œuvre. Le Ministère activités existantes du bien-être mental sur ses comme faire mieux connaître le plan et centrer les exécutés, compte tenu des ressources existants, principaux aspects du plan qui peuvent être œuvre les éléments du plan. En 2008-2009, les du Canada, dans le but de valider et de mettre en avec la nouvelle Commission de la santé mentale partenaires se poursuivra en 2008-2009, y compris traditionnels et culturels. Le travail avec nos respecte les modes de traitement courants, services en santé mentale et en toxicomanie qui mental au moyen d'un ensemble coordonné de et les Inuits qui vise à améliorer leur bien-être plan d'action stratégique pour les Premières nations Santé Canada et ses partenaires ont élaboré un

Grâce aux projets pilotes concernant les garanties sur les délais d'attente pour les patients dans les services de soins prénatals et de soins pour personnes diabétiques dans les réserves, Santé Canada contrôlera les délais et l'accès à d'autres

Programme et services clés - Premières nations et Inuits - Santé publique et protection de la santé

Description :

Santé Canada collabore avec les provinces et les communautés des Premières nations en vue de soutenir un système de santé dans les réserves offrant des services de base tels que la lutte contre les maladies transmissibles et la surveillance de ces dernières; les cours prénatals; l'immunisation, les services d'hygiène du milieu (vérification de l'eau potable, inspections de salubrité, etc.).

Indicateurs de rendement		Résultats escomptés	
Nombre et pourcentage de communautés participant aux programmes	•	Meilleur accès aux programmes de prévention et de répression des maladies transmissibles par les membres, les familles et	•
Nombre de communautés ayant accès à un	٠	tə snoiton sərəimərd səb sətrannumnon səl stiunl səb ub ənəillevre gestion des risquəliə buəlliəM	•
système communautaire de surveillance de la qualité de l'eau Nombre de communautés possédant des nécessaires d'échantillonnage et d'essai pour l'eau	•	milieu.	

communautaires soutiennent l'objectif ambitieux d'encourager les communautés autochtones à devenir

stables, écologiques, fortes culturellement et économiquement viables.							
Indicateurs de rendement	Késultats escomptés						
Nombre et pourcentage accrus de communautés participant aux programmes	•	Meilleur ensemble de programmes et de services de soutien offerts aux Premières	•				
Nombre et type de participants aux programmes, par type de programme	•	nations et aux Inuits Participation plus grande des membres, des familles et des communautés autochtones aux programmes et aux services de soutien	•				

4,785	8'4742	6′80†	9'898	t'80t	347,9
qT3	eb znoillim ne) (snollob	ETP	eb snoillim ne) (snollob	qT3	eb snoillim ne) (srallob
1102-0102		2009-2010		2008-2009	

de la petite entance. de la stratégie interministérielle de développement travail qui sera effectué sur les principaux éléments mis à profit pour donner de l'information sur le financés par AINC en Alberta et en Ontario seront Canada ainsi que des programmes de garde Ressources humaines et Développement social garde pour les Premières nations et des Inuits de coordination du PAPAR, de l'Initiative de services de lancés pour améliorer l'intégration et la 2009-2009, les résultats de 17 projets pilotes avoir droit à un programme en établissements. En communautés qui n'ont pas assez d'entants pour

urbains. Autochtones vivant hors des réserves et en milieux manière dont le suicide influe sur la vie des jeunes solicide chez les jeunes Autochtones et de la connaissance d'activités de prévention efficaces du de recherche seront lancées en vue d'améliorer la initiatives d'évaluation, de collecte d'informations et capacité d'adaptation chez les jeunes. Des taisant la promotion du bien-être mental et de la et une meilleure connaissance par des activités Stratégie soutiendra une plus grande sensibilisation problèmes associés au suicide. Par surcroît, la l'établissement de protocoles pour faire face aux l'acquisition de nouvelles compétences et se poursuivra et l'accent sera mis sur la prévention, prévention du suicide chez les jeunes Autochtones La mise en oeuvre de la Stratégie nationale de

les territoires. santé existants dans le Nunavik, le Nunatsiavut et d'améliorer les programmes de promotion de la effectuant des visites à domicile ainsi que personnel infirmier formé et de personnes ub erdmon et al'augmenter le nombre du existent. Le plan clé pour les programmes de promotion de la santé qui financement de programmes continuera d'améliorer des besoins plus complexes. Dans le Nord, le également la gestion de cas pour les familles ayant et expérimentées dans la communauté. Il permet domicile du personnel infirmier et de mères formées o setisiv seb sevresèr sel anab treviv iup anoitan tamilles ayant de jeunes entants des Premières programme offre aux femmes enceintes et aux programme santé maternelle et intantile. Ce Santé Canada continuera d'investir dans le

améliorées et étendues afin de desservir les petites réserves. Les activités d'intervention directe seront enfants des Premières nations vivant dans les préscolaire auprès des enfants et s'adressant aux localement en ce qui concerne l'intervention objectif de soutenir les stratégies gérées et conçues définir les besoins en capital. Le PAPAR a pour ce dernier dans les communautés en vue de mieux portant sur l'état des immobilisations utilisées pour personnel affecté à ce programme et par une étude (PAPAR) se poursuit par la formation accrue du préscolaire aux Autochtones dans les réserves Les efforts en vue d'étendre le Programme d'aide

Séfis en ressources humaines :

Nous allons continuer de soutenir le recrutement et communautés des Premières nations et des Inuits. des travailleurs de la santé au sein des santé et travaille à améliorer le maintien en postes entreprendre des carrières dans le secteur de la Canada encourage les étudiants autochtones à humaines en santé d'origine autochtone, Santé Par l'entreprise de l'Initiative sur les ressources nombre d'activités pour faire face à cette situation. nations et des Inuits et nous menons un certain ainsi que sur la santé et le bien-être des Premières personnel infirmier a sur la prestation des services préoccupés par l'incidence que la pénurie du Santé Canada, nous sommes particulièrement A . saélosi ta saéngions éloignées et isolées. A communautés des Premières nations et des Inuits, le recrutement de personnel infirmier au sein des Le Ministère continue de faire face à des défis dans

Priorités clés :

.ε

- Poursuivre la prestation des programmes et des services de santé;
- Améliorer la qualité des programmes et des services de santé et l'accès à ceux-ci;
- Promouvoir des modes de vie sains et la prévention des maladies;

programmes de formation appropriés afin de infirmières et d'autres intervenants à offrir des l'Association canadienne des écoles de sciences Nous allons enfin continuer de travailler avec membres des communautés des Premières nations. étudiants en sciences infirmières en vue d'attirer des ajouterons un programme incitatif visant les recruter du personnel infirmier praticien et y une campagne de recrutement agressive en vue de éloignées et isolées. Nous poursuivrons également les communautés des Premières nations en régions est de l'exécution des programmes de santé dans personnel infirmier auxiliaire autorisé pour ce qui l'intégration du personnel infirmier praticien et du communautés des Premières nations en poursuivant le maintien du personnel infirmier des

satisfaire aux exigences de formation obligatoires.

- 4. Améliorer la responsabilisation et la mesure du rendement.
- Programme et services clés
- En plus des quatre priorités, le Ministère a défini cinq secteurs clés pour l'architecture des activités du programme (AAP).

Programme et services clés - Programmes communautaires pour les Premières nations et les Inuits

Description:

Les programmes communautaires des Premières nations et des Inuits soutiennent un ensemble de programmes communautaires et de programmes, d'initiatives et de stratégies gérés par la communauté et qui visent à améliorer collectivement les résultats sur la santé et à réduire les risques pour la santé dans trois secteurs cibles : enfants et jeunes; prévention des maladies chroniques et des blessures; maladie mentale et toxicomanie. Dans le cas des enfants et des autoris et des jeunes, le principal objectif est d'améliorer l'état de santé des maladies mères des enfants et des familles et de soutenir le développement des enfants en vue de réduire l'écart dans l'espérance de vie entre les enfants autochtones et les autres. Pour ce qui est de la prévention des maladies chroniques et des blessures non intentionnelles, le principal objectif est d'offrir des services qui réduisent le toux de maladies chroniques (comme le diabète de type Z) et les blessures chez les peuples autochtones à des niveaux comparables à ceux des autres Canadiens. Finalement, en ce qui concerne la maladie mentale et la toxicomanie, le principal objectif est surtout d'organiser des activités de promotion et de prévention directes dans les réserves et les communautés en vue d'améliorer le bien-être physique, social, émotionnel et spirituel des populations autochtones et inuites. En poursuivant ces objectifs, les programmes

indiens, la Stratégie nationale antidrogue et la croissance annuelle de l'enveloppe budgétaire des du niveau de financement pour le programme de soutien en santé - résolution des questions des pensionnats

soutenant l'exécution des programmes. Les chiffres comprennent un montant pour d'autres coûts d'infrastructure du Ministère et des régions en partiellement contrebalancée par la croissance annuelle de l'enveloppe budgétaire des Autochtones. 2004 et le transport médical dans les territoires ainsi que le Fonds d'accès pour la santé. La diminution est financement pour le suivi de la réunion spécale des ministres et des dirigeants autochtones de septembre La diminution des dépenses prévues de 2009-2010 à 2010-2011 est principalement due à la fin du

de santé communautaires.

Premières nations et aux Inuits. services et les programmes de santé offerts aux territoires, en vue de soutenir et de coordonner les secteur de la santé, y compris les provinces et les aussi étroitement avec d'autres partenaires du conclus avec Santé Canada. Le Ministère collabore services de santé en vertu d'accords de contribution nombre de communautés dispensent leurs propres des Premières nations et des Inuits, et un certain services de santé de concert avec les communautés santé, nous offrons plusieurs programmes et Premières nations et des Inuits sur leur système de Pour soutenir une plus grande emprise des

maternelle et infantile et de ses processus. en oeuvre du programme de soins de santé 2008-2009, nous continuerons à évaluer la mise des maladies transmissibles; de plus, au cours de recherche ainsi que les programmes de prévention les jeunes, la santé environnementale et la de programmes intégrés concernant les enfants et Nous collaborerons à trois évaluations de groupes soutenir l'amélioration continue des programmes. des programmes d'examen et d'évaluation pour Santé Canada s'appuie sur l'information obtenue

soins de santé, y compris des postes de soins Canada maintient également l'infrastructure des territoriaux, ou d'autres programmes publics. Santé d'assurance de santé privés, provinciaux ou santé qu'ils ne peuvent pas obtenir par les régimes gamme de biens et de services nécessaires pour la des Premières nations et des Inuits admissibles une assurés (SNA) fournit à près de 800 000 membres recherche. Le Programme des services de santé non l'immunisation, la santé environnementale et la transmissibles, dont la tuberculose, le VIH/sida, publique centrés sur : la prévention des maladies également une gamme de programmes de santé et la prévention des blessures. Nous offrons toxicomanie ainsi que sur les maladies chroniques entants et les jeunes, sur la santé mentale et la santé en milieu communautaire centrés sur les Canada soutient une gamme de programmes de 600 communautés des Premières nations. Santé milieu communautaire sont assurés dans près de De plus, des services de soins à domicile ou en l'accès aux services de santé provinciaux est limité. vo se angiole te se la rurales et éloignées où environ 200 communautés des Premières nations, de services de soins primaires sont offerts dans santé aux Premières nations et aux Inuits. Une série Santé Canada dispense une gamme de services de

Indicateurs de rendement

- Poids à la naissance réserves et hors des réserves) Espérance de vie (à la naissance, dans les
- assurés (SNRS) par les clients Taux d'utilisation des soins de santé non

Résultats escomptés

infirmiers, des centres de traitement et des centres

- stiunl seb te anoitan meilleure protection de la santé; soins de Programmes communautaires rentorcés;
- familles et des communautés des Premières améliorer l'état de santé des membres, des services de santé non assurés contribuant à santé primaires améliorés; accès à des

Résultat stratégique : De meilleurs résultats en matière de santé et réduction des inégalités entre l'état de santé des Premières nations et des Inuits et celui des autres Canadiens

soutien affectif et de santé mentale. pensionnats indiens aient accès à des services de à ce que les anciens étudiants admissibles des questions des pensionnats autochtones pour veiller avec le Bureau du Canada sur le règlement des innues du Labrador. Nous collaborons également rétablissement à long terme dans les communautés Innus du Labrador (SGGIL) en vue de soutenir le ont accès; et la Stratégie globale de guérison des communautés des Premières nations et des Inuits services de soins continus auxquels les communautaire pour traiter les écarts dans les programme de soins à domicile et en milieu danger et fiable à un approvisionnement en eau; le Premières nations au Canada aient un accès sans pour faire en sorte que toutes les communautés des Stratégie de gestion de l'eau des Premières nations et du Nord Canada (AINC), par l'entremise de : la

L'objectif du programme d'activité de la santé des Premières nations et des Inuits est d'améliorer les résultats sur la santé en assurant l'accessibilité et l'accès à des services de santé de qualité, et en soutenant une plus grande emprise sur le système de santé des Premières nations et des Inuits.

Santé Canada collabore étroitement avec ses partenaires en santé et d'autres ministères fédéraux à soutenir la santé des Premières nations et des l'Agence de la santé publique du Canada à l'exécution du programme pour les enfants et les jeunes, par l'entremise du programme d'aide préscolaire aux Autochtones des réserves situées dans les communautés urbaines et du Nord, ainsi qu'à de nombreux programmes qui s'adressent à tous les Autochtones et à ses activités de planification relatives aux pandémies. Nous collaborons étroitement avec les Affaires indiennes collaborons étroitement avec les Affaires indiennes collaborons étroitement avec les Affaires indiennes

Activité de programme - Programmes liés à la santé des Premières nations et des Inuits

FTP	628 7	978 2	088 2	2 728		
Dépenses nettes	7,1122	0'9917	9′607 7	8,240 2		
Dépenses brutes Moins : Revenus disponibles prévus	1,712.2 4,8	5'5 5'191 Z	2,512.2	5,840 S		
(sn millions de dollars)	Prévision dépenses 2007. 2008	S009 S008- Depenses	S010 brévues Dépenses	Dépenses		
Dépenses prévues et équivalents temps plein (ETP)						

Remarques: L'augmentation des dépenses prévues de 2007-2008 à 2008-2009 est due en partie au financement d'un an accordé en 2007-2008 pour soutenir la prestation des services de santé aux populations des Premières nations et des Inuits. La diminution est partiellement contrebalancée par une augmentation dans le niveau de financement pour le programme de soutien en santé - résolution des questions des pensionnats indiens.

La diminution des dépenses prévues de 2008-2009 à 2009-2010 est principalement due à une diminution

Total des recettes nettes compris dans le montant de 1,9 millions de dollars							
771	7,81	871	7'81	941	0'81		
ETP	(en millions de dollars)	gT3	əb znoillim nə) (znollob	ETP	eb enoillim ne) (enollob		
2010-2011		2009-2010		2008-2009			

et engagé
Pourcentage de la population cible sensibilisé
bayadé
communs ou aux programmes de travail
enregistrements réalisés grâce aux examens
Un certain nombre de nouveaux
objectifs du service
abordées dans le cadre des normes ou des

internationale quant à la réglementation	
Amélioration de la collaboration	
mise sur le marché	
réglementation aux examens préalables à la	

- Augmentation de la transparence et des communications pour l'évaluation de nouveaux produits
- 2008-2009
 2009-2010
 2010-2011

 (en millions de dollars)
 (en millions de dollars)
 (en millions de dollars)
 ETP
 (en millions de dollars)

Total des recettes nettes compris dans le montant de 3,4 millions de dollars

Programme et services clés - Réévaluation des produits plus anciens

Description:

Santé Canada réévalue les anciens pesticides actuellement sur le marché afin de déterminer s'il est acceptable de continuer à les uniliser compte tenu des approches et des normes scientifiques modernes. Selon les exigences de la LPA, les anciens pesticides doivent être réévalués tous les 15 ans afin de réduire les risques pour la santé humaine et l'environnement.

L'ARLA effectue des examens des anciens pesticides, de concert avec des partenaires internationaux, comme les États-Unis, le Mexique et les pays de l'OCDE, afin de faciliter la prise de décisions opportune. En 2008-2009, nous collaborerons avec l'Environmental Protection Agency des États-Unis afin d'élaborer des plans de processus communs de la réévaluation, ainsi que de lancer deux projets pilotes de plans de satisfaire aux objectifs de réévaluation de l'ARLA, nous collaborerons avec mivisonnement. Canada et d'autres directions générales de Santé Canada afin de satisfaire aux objectifs ambitieux de réévaluation établis dans le Plan de gestion des produits chimiques du gouvernement du ambitieux de réévaluation établis dans le Plan de gestion des produits chimiques du gouvernement du Canada. Dans le cadre de notre stratégies de gestion du cycle de vie, l'ARLA collaborera avec les agriculteurs dans le but d'élaborer des stratégies de transition pour des produits en cours de réévaluation. Tout comme pour notre processus de prise de décisions quant aux nouveaux produits, l'ARLA augmentera la transparence de notre processus de réévaluation et améliorera les communications avec nos intervenants et le public

Indicateurs de rendement		Résultats escomptés	
Proportion des mesures réglementaires	•	Réponse réglementaire rapide au examen	•
abordées dans le cadre des normes et des objectifs du service		après la mise sur le marché	
Nombreuses réévaluations terminées dans le	•	Amélioration de la collaboration	•
cadre des programmes d'examen commun ou de travail partagé		noitornahlgèr al á tnaup elanoitametni	
Pourcentage de la population cible sensibilisé	•	Augmentation de la transparence et des	•
et engagé		communications pour l'évaluation de nouveaux produits	

consultez le site suivant : http://www.pmraarla.gc.ca/francais/pdf/plansandreports/evaluation _bcpinitiative-f.pdf horizontale : Rechercher la confiance du public dans la réglementation des pesticides et améliorer l'accès aux produits antiparasitaires à usage réduit. Pour obtenir de plus amples renseignements,

Indicateurs de rendement	Késultats escomptés
Degré de risque en fonction de l'exposition et des dangers	Tendances à la baisse quant au degré de risque que posent les produits de lutte antiparasitaire réglementés
Pourcentage de la population cible sensibilisé, engagé et confiant	Tendances à la baisse quant au degré de risque que posent les produits de lutte antiparasitaire réglementés

surveillance et l'établissement de rapports de ces activités. Les priorités sont :

- Nommer un gestionnaire, principal champion afin d'élaborer une stratégie comportant des options et des mesures ainsi que des activités de surveillance et d'établissement de rapports;
- Collaborer étroitement avec les ressources humaines afin de renforcer les capacités;
- Continuer d'allouer des fonds pour les activités de recrutement et de dotation.

La capacité des ressources humaines de réagir aux besoins de l'ARLA demeure un défi. Le manque d'une capacité adéquate exige de l'ARLA de continuellement redéterminer ses plans de travail et prolonger ou reporter la mise en œuvre de nouvelles initiatives. Cette situation se répercute également sur l'évolution des politiques des programmes ce qui touche à la prestation opportune des programmes et aux résultats prévus au sein de l'Agence.

Afin d'aborder ce manque de capacité, l'ARLA a intégré la planification des ressources humaines au processus de planification opérationnelle et a déterminé des priorités clés, y compris la

Programme et services clés - Évaluation des nouveaux produits

: noitqinoseQ

Avant de pouvoir enregistrer un nouveau pesticide aux fins d'utilisation au Canada, Santé Canada effectue une évaluation approfondie avant la mise sur le marché. Ceci comprend des évaluations de la santé humaine, des résidus dans les aliments, des risques pour l'environnement et de la valeur. Seuls les pesticides qui ne posent aucun risque inacceptable seront enregistrés.

Afin de proféger la santé et l'environnement ainsi que de maximiser l'efficacité de notre processus réglementaire, l'ARLA collabore étroitement avec des partenationaux. En 2008-2009, l'ARLA continuera de tirer parti des progrès réalisés avec les États-Unis et le Mexique dans le cadre de l'ALENA sur l'harmonisation d'un grand nombre d'exigences et de processus techniques touchant l'enregistrement de nouveaux pesticides. Mous collaborerons également avec les pays de l'OCDE en vue d'accroître le nombre d'examens globaux communs et d'entente de travail partagé. L'examen commun international et les programmes de travail partagé de l'ARLA aident celle-ci à faire face aux lacunes technologiques qui existent programmes de travail partagé de l'ARLA aident celle-ci à faire face aux lacunes technologiques qui existent entre le Canada et les États-Unis. Afin d'accroître la confiance des Canadiens dans notre système de réglementation des pesticides, l'ARLA améliorera la transparence de notre nouveau processus de prise de décisions et améliorera nos initiatives de communication.

• Proportion des mesures réglementaires	Réaction opportune de notre système de
Indicateurs de rendement	Résultats escomptés

Activité de programme - Réglementation sur les pesticides

Dépenses prévues et équivalents temps plein (ETP)

9TP	207	۷0۷	SIZ	712
Dépenses nettes	ε'ι9	9'09	7'19	ε'19
Dépenses brutes Moins : Revenus disponibles prévus	0'Z E'89	0'L 5'L9	0'Z 7'89	0'Z E'89
(en million ab anoillim na)	noisivèr¶ səb sesnəqèb -7002 8002	Dépenses 2008- 2008-	Dépenses 2009- 2009-	S011 brévues Dépenses

Remarques : Les chiltres comprennent un montant pour d'autres coûts d'infrastructure du Ministère et des régions en soutenant l'exécution des programmes.

Canadiens. transparence du programme et les résultats pour les harmoniser aux nouvelles priorités et d'accroître la la conformité seront modernisés afin de les stratégies, les activités et les programmes axés sur vérifier et de renforcer la conformité de la LPA. Les partenaires nationaux afin de promouvoir, de pesticides de Santé Canada collaborera avec des national de surveillance de la conformité des enjeux de la lutte antiparasitaire. Le Programme associés aux agriculteurs qui ont déterminé les des secteurs clés sur les risques de pesticide concentrera sur les résultats des solutions durables pesticides. Cette année, le programme se notre Programme de réduction des risques liés aux Agroalimentaire Canada (AAC) dans le cadre de travailler de façon horizontale avec Agriculture et gouvernement du Canada. Nous continuerons de le Plan de gestion des produits chimiques du d'atteindre les objectifs de réévaluation établis dans Santé Canada et Environnement Canada afin sur diverses initiatives. Nous collaborerons avec Canada et les membres du portefeuille de la Santé

L'ARLA copréside un groupe de travail multiministèriel, appelé 6RM, auquel participent six multiministèriel, appelé 6RM, auquel participent six scientifique (Agriculture et Agroalimentaire Canada, Agence canadienne d'inspection des aliments, Environnement Canada, Pêches et Océans Canada, Santé Canada et Ressources naturelles Canada). Au cours du prochain exercice, les 6RM canada). Au cours du prochain exercice, les 6RM termineront l'évaluation sommaire de l'initiative termineront l'évaluation sommaire de l'initiative

Afin d'aider à prévenir les risques inacceptables pour les personnes et l'environnement, et de faciliter l'accès à des outils de gestion durables de lutte antiparasitaire, Santé Canada, par l'entremise de l'Agence de réglementation de la lutte antiparasitaire (ARLA), régit l'importation, la vente et l'utilisation de pesticides en vertu de la Loi sur les l'utilisation de pesticides en vertu de la Loi sur les produits antiparasitaires (LPA) et son Règlement.

globale et cumulative. professionnelle et fortuite ainsi qu'évaluation entomologie, évaluation de l'exposition écologie, phytotechnie, phytopathologie, l'environnement, biochimie, endocrinologie, devenir et propriétés chimiques dans toxicologie environnementale, chimie analytique, active dans les secteurs suivants: toxicologie, de gestion du risque. L'expertise scientifique est des stratégies de réduction des risques et des outils d'évaluation, des protocoles d'essai des pesticides, soutenir ces travaux, nous élaborons des méthodes évaluations de la valeur de ces produits. Afin de pesticides chimiques et biologiques, ainsi que des l'environnement causés par l'exposition à des évaluations de risques pour la santé humaine et LPA et son Règlement. Nous menons des activités de Santé Canada en ce qui concerne la Santé Canada et la science est le fondement des l'environnement est une importante priorité de La protection de la santé humaine et de

Au cours du prochain exercice, l'ARLA collaborera étroitement avec les directions générales de Santé

38	6′8	38	7'6	32	ε′6
qT3	eb snoillim ne) (snollob	ETP	eb znoillim ne) (srollob	ETP	eb znoillim ne) (cn millions de
2010-2011		2009-2010		2008-2009	

Programme et services clés - Substances contrôlées

: noitqinoseQ

La Stratégie nationale antidrogue définit l'approche stratégique du gouvernement du Canada pour aborder les principales préoccupations de la présence et de l'usage de drogues illicites au Canada. Dans le cadre de la Stratégie, Santé Canada se concentrera à réduire la consommation de drogues chez les Canadiens, en particulier chez les groupes vulnérables, à soutenir des méthodes efficaces de traitement des toxicomanies, et particulièrement de la conformité, particulièrement pour les produits chimiques précurseurs utilisés dans la fabrication des drogues illicites, et par une sécurité renforcée pour le démantèlement des laboratoires clandestins.

336	0′08	336	8,28	329	8,58
ETP	en allions de (en millions de	9T3	(en millions de dollars)	GTP	(en millions de dollars)
110	1102-0102			5007	-8002
sont au courant té associés à ndestins lémantelés par es. Le terme « es de blessures ne nement	ringue de jeunes qui sociaux et sur la san drogues illicites de laboratoires cla sans danger, par ra danger, par ra danger des drogues et a designe l'absenciques et a de risque tra inspectés qui se crisque d'inscrits, d'entitage d'inscrits d'entitage d'inscrits d'entitage d'inscrits d'entitage d'inscrits d'entitage d'entit	des effets s l'usage de démantelé nombre to le Service o sans dang chez les en chez en chez les en chez en chez les en chez en	ne meilleure sensibilisation et connaissance se drogues illicites et des effets néfastes de sade drogues illicites au point de vue de santé et au point de vue social émantèlement sécuritaire des activités égales reliées à la drogue		
tus	cateurs de rendeme	ibnl		ésultats escomptés	Я
our le démantèlement des laboratoires clandestins.					

Indicateurs de rendement La prévalence du tabagisme en pourcentage de la population canadienne	•	Résultats escomptés Diminution de la consommation de tabac	•
La prévalence (en pourcentage) des drogues illicites, de l'alcool et des médicaments	•	Diminution de l'abus de drogues, d'alcool et d'autres substances contrôlées	•

Programme et services clés - Tabac

: noitqinoseQ

Santé Canada continuera de travailler à soutenir son engagement d'améliorer l'état de santé des Canadiens par la réduction des cas de maladie et de décès reliés au tabagisme au Canada. Dans le cadre de la Stratégie fédérale de lutte contre le tabagisme 2007-201 1, Santé Canada est déterminé à faire avancer un certain nombre d'initiatives de lutte antitabac notamment, en augmentant le nombre de personnes qui cessent de fumer, en mettant à jour les mises en garde sur les emballages de tabac et en renforçant les exigences d'étiquetage des produits. L'objectif de la Stratégie fédérale de lutte contre le tabagisme est de réduire globalement la prévalence du tabagisme de 19 % en 2005 à 12 % d'ici 2010.

500	7 69	010	9 65	500	6 69	
ETP	en snoillim ne) (en lob	qT3	en sillions de (en millons de	qT3	eb enoillim ne) (enollob	
110	2-0102	0102	Z-600Z	6007	2008-	
exposés scondaire ou de blessures inspectés qui se	Le taux de la prévalence du tabagisme Le pourcentage de Canadiens exposés quotidiennement à la fumée secondaire Le nombre de cas de maladie ou de blessure reliés à la fumée secondaire Le pourcentage de détaillants inspectés qui s conforment aux interdictions de vente de tabac aux jeunes		al à sèsoqxe sne	nombre de Canadio	choisissent Baisse du r fumée secc Conformité	
ţu	cateurs de rendeme	ibul		ésultats escomptés	Я	
	.010.	002 9 1.7 % 9,ICL 7	7. uə % 61 əp əms	evalence du tabagı	alobalement la pr	

Programme et services clés - Alcool

Description:

Santé Canada élabore des lignes directrices nationales sur la consommation d'alcool, pour soutenir le mouvement, au Canada, vers une culture de modération où l'alcool est consommé de façon responsable. Les lignes directrices visent à aider les Canadiens à réduire les risques associés à la consommation d'alcool.

Indicateurs de rendement	Résultats escomptés
Le pourcentage de la population qui est au courant des Lignes directrices nationales sur la consommation d'alcool	Une meilleure connaissance des pratiques de consommation responsable d'alcool

07	†′ l	04	t' l	69	t'l
qT3	eb snoillim ne) (snollob	ETP	eb znoillim ne) (dellars)	ETP	əb znoillim nə) (znollob
1102	-0102	0102	-8008	5000	-8008

Activité de programme - Consommation et abus de substances

Dépenses prévues et équivalents temps plein (ETP)

S55 GTP	ccc	0.10		
		929	989	989
Dépenses nettes	ε′Ζ⊅ι	195,9	5'151	Z'8†l
-Z00Z qebeuses ap	Prévision dépenses 2007- 8002	Dépenses 2008- 2008-	Dépenses 2009- 2010	Dépenses 2010- 2011

Remarques : La différence entre la prévision des dépenses et les dépenses prévues est principalement due au fait de reporter du financement des Fonds des initiatives communautaires de la Stratégie antidrogue de 2008-2009 èa 2009-2010 ainsi qu'à une augmentation du financement de la Stratégie nationale antidrogue qui diminuera légèrement en 2010-2011.

Les chiffres comprennent un montant pour d'autres coûts d'infrastructure du Ministère et des régions en soutenant l'exécution des programmes.

pour démanteler les laboratoires clandestins. nécessaire de la sécurité des procédures utilisées pour l'application de la loi; l'amélioration proportionnelles à l'augmentation des ressources additionnelles aux Services d'analyse des drogues, précurseurs chimiques précurseurs; des ressources loi en rapport avec les substances contrôlées et les de surveillance de conformité et d'application de la l'accès aux programmes de traitement; des activités prévention à l'intention des jeunes; la facilitation de gouvernement, laquelle prévoit des programmes de partenaire à la stratégie nationale antidrogue du maladie grave ou débilitante. Santé Canada est un marihuana par des personnes aux prises avec une l'autorisation de l'usage et de la culture de médicales et les programmes connexes contrôlent Règlement sur l'accès à la marihuana à des tins drogues aux organismes d'exécution de la loi. Le

Dans le cadre de ses activités de réglementation, de programme et d'éducation, Santé par la améliorer les résultats pour la santé par la réduction et la prévention de la consommation de tabac et la lutte contre l'abus d'alcool et de drogues.

Dans le cas de la Loi sur le tabac et son Règlement, Santé Canada réglemente des aspects de la fabrication et de la vente de tabac. De plus, Santé Canada dirige la Stratégie fédérale de lutte contre le tabagisme.

Santé Canada applique la Loi réglementant certaines drogues et autres substances et son Règlement. Par l'entremise de quatre laboratoires régionaux, Santé Canada fournit des conseils scientifiques d'expert et des services d'analyse des scientifiques d'expert et des services d'analyse des

997	26,3	597	26,33	597	9′97
q13 -	eb znoillim ne) (snollob	913	əb znoillim nə) (srallob	q13	əb znoillim nə) (arollob
1107	-0102	. 0102	-2009	5005	-8002

Programme et services clés - Système d'information sur les matières dangereuses utilisées au travail (SIMDUT)

Description :

Santé Canada, grâce à la collaboration de son bureau national du SIMDUT avec tous les responsables fédéraux, provinciaux et territoriaux de la réglementation de la santé et de la sécurité au travail, est à examiner le SIMDUT, entre autres, afin d'être conforme avec le Système général harmonisé de classification et d'étiquetage des produits chimiques, tout en maintenant les normes du SIMDUT, en améliorant la communication globale des dangers en milieu de travail au Canada et en favorisant le commerce international des produits chimiques.

50	2,5	50	2'5	81	5,5		
qT3	eb snoillim ne) (en llob	GTP	eb snoillim ne) (snollob	qT3	eb snoillim ne) (srollob		
LLC	2010-20	2010	-8003	2008-2009			
	lndicateurs de rendement Le pourcentage d'intervenants et de personnes qui ont confiance dans le système de réglementation			• Les intervenants et le public ont confiance dans le système de réglementation			
fı				Résultats escomptés			

Programme et services clés - Services de dosimétrie

Description:

Afin de protéger les Canadiens potentiellement exposés à des rayonnements ionisants au travail, les Services nationaux de dosimétrie (SND) surveillent et déclarent les cas d'exposition de façon exacte, fiable et opportune. Cette information permet aux travailleurs de modifier leurs méthodes et pratiques dans le but de réduire les risques que les rayonnements ionisants posent pour la santé. La Commission canadienne de sûreté nucléaire exige un contrôle de la dose de rayonnement chez certains travailleurs canadiens; les SND veillent à ce que ces derniers reçoivent ce service. De plus, les SND soutiennent le plan fédéral en cas d'urgence nucléaire par la prestation de services de contrôle dans le cas d'une urgence radiologique.

communication des dangers, qui comprend au travail (SIMDUT), norme nationale de d'information sur les matières dangereuses utilisées professionnelle aux rayonnements); le Système

mises en garde.
inspecteurs, et des normes régissant l'étiquetage de
l'enseignement des travailleurs, la tormation des

Indicateurs de rendement

		protection internationale et les fonctionnaires	
su		cours desquels les personnes jouissant d'une	ı
	•	Le pourcentage de visites et d'événements au	
		azivise ab samion	ı
		de fonctionnaires qui sont traités suivant les	ı
	•	Le pourcentage de problèmes psychosociaux	

graves

potable au Canada Recommandations pour la qualité de l'eau tournisseurs d'eau qui se contorment aux Le pourcentage de ministères fédéraux

cauagieus ujout bas ajiucigeuts de saute

Résultats escomptés

- sont protégés, durant des visites et des internationale et les tonctionnaires canadier es personnes jouissant d'une protection bakcyosocianx tonctionnaires ayant des problèmes Xéponse opportune du système aux
- recommandations Conformité aux lois, aux règlements et aux d'autres risques pour leur état de santé et leur

événements, contre les risques au travail et

Programme et services clés - Santé des tonctionnaires tédéraux

Description:

déboucheront sur la présentation d'options chiffrées pour le renouvellement du Programme. des clients, un examen des pratiques exemplaires, une analyse du marché et une analyse des écarts, qui deuxième étude comportera un examen du rendement opérationnel du programme, une analyse des besoins liens entre la planification opérationnelle, la mesure du rendement et l'affectation des ressources. La sur les pratiques de gestion tinancière du Programme et permettra de faire des recommandations au sujet des Programme a réalisé deux études dans le but de se revitaliser et de se moderniser. La première étude porte santé et de sécurité au travail aux tonctionnaires tédéraux qui travaillent au Canada ou outre-mer. Le Dans le cadre du Programme de santé des fonctionnaires fédéraux, Santé Canada fournit des services de

Indicateurs de rendement

- des conseils sont donnés dans le but de Le nombre de fois que des lignes directrices et chez les tonctionnaires canadiens à l'étranger Le nombre de cas de maladie et de blessures compétence fédérale » « eau potable salubre dans les secteurs de participent à l'élaboration du document d'une Le pourcentage de ministères tédéraux qui
- canadiens à l'étranger maintenir l'état de santé des fonctionnaires

Résultats escomptés

- qualité de l'eau potable au Canada conforment aux Recommandations pour la Les ministères tédéraux tournisseurs d'eau se
- embauché sur place, sont maintenus personnes à leur charge et le personnel canadiens à l'étranger, y compris les La santé et le bien-être des tonctionnaires

d'information, dont des consultations urgentes sur les préoccupations de sécurité importants posés par des

VCL	CZL	401	121	1 01	0 11
ETP	(en millions)	qT3	snoillim na) (en lob ab	ETP	eb enoillim ne) (anollors)
1102-	2010	2010	5000	2008-2009	
s, des cas de reliés aux produits de consommation attribuables aux Le pourcentage d'inscrits, d'entreprises et annon non les produits de est au courant des risques associés aux est produits de est au courant des risques associés aux les produits de produits de produits de les produits		des blessures attribu consommation aux lois et aux règl ens connaissent bie s risques que les pro	des réactions indésirable des réactions indésirable maladie et des blessures produits de consommatio Conformité aux lois et au Les Canadiens connaisse courant des risques que courant des risques que		
tnə	ateurs de rendem	oibal		ésultats escomptés	R
				nmation.	broduits de consor

Activité de programme - Santé en milieu de travail

QT3	E9t	ZE7	987	434
Dépenses nettes	Z'8t	8'78	1,45	32,2
Dépenses brutes Moins : Revenus disponibles prévus	8'E1 0'79	l'tl 6'8t	7,84 2,84	l'tl t'9t
(arollob əb anoillim nə)	Prévision dépenses 2007- 8002	Dépenses 2008- 2009	Dépenses 2009- 2010	Dépenses 2010- 2011
Dépenses prévues et équivalents temps plein (ETP)				

financement d'un an accordé en 2007-2008 pour le Programme de santé des fonctionnaires fédéraux. Remarques : L'augmentation des dépenses prévues de 2007-2008 à 2008-2009 est en grande partie due au

soutenant l'exécution des programmes. Les chiffres comprennent un montant pour d'autres coûts d'infrastructure du Ministère et des régions en

mesure de l'exposition individuelle ou internationale; des services de dosimétrie (la d'urgence aux personnes jouissant d'une protection d'aide aux employés; des services de santé fonctionnaires fédéraux; l'exécution du Programme

la prestation de services de santé au travail aux personnes. Les programmes précis comprennent: fédéraux, des dignitaires en visite et d'autres protéger la santé et la sécurité des fonctionnaires L'activité de programme fournit des services pour

l'intention de l'industrie et du public. Les lois applicables sont la Loi sur les produits dangereux, la Loi sur les aliments et drogues (cosmétiques) et la Loi sur les dispositifs émettant des radiations.

réduire l'exposition des Canadiens aux produits potentiellement dangereux. Signalons également les activités de contrôle réglementaire et de surveillance de la conformité, de même que les services d'information, d'éducation et de conseil à services d'information, d'éducation et de conseil à

	_
radiations, posent pour la santé	
dangereux, et aux dispositits émettant des	
up toos te geid trassinggo sgeibban) sel	•
Contormité aux lois et aux réglements	
xup səldadirtis attıra sərusəld səb tə əibalam	
des réactions indésirables, des cas de	
Baisse des tendances des niveaux de risque,	•
Résultats escomptés	
	Baisse des tendances des niveaux de risque,

Programme et services clés - Sécurité des produits de consommation

: noitqinosəQ

liées aux produits de consommation, et d'autres mécanismes seront mis en place pour faciliter l'échange Chine en novembre 2007, des groupes de travail techniques seront créés pour traiter des questions d'intérêt communes au début de 2008. Par exemple, à la suite d'un protocole d'entente signé par le Canada et la grand public. On s'attend à ce que la proposition de la nouvelle loi soit déposée à la Chambre des territoires, de l'industrie, des organisations non gouvernementales, des groupes de consommateurs et du période de trente jours s'est tenue cherchant les points de vue des gouvernements des provinces et des consommation (y compris les cosmétiques) et les dispositifs émettant des radiations. Une consultation sur une commerciaux clés (et d'autres pays) pour renforcer la collaboration et le dialogue concernant les produits de retrait obligatoire de produits du marché. Santé Canada collaborera également avec des partenaires et plus souples, comme la déclaration obligatoire des blessures, des cas de maladie et des défauts et le consommation qu'elle met sur le marché et fourniront des mesures de renfort réglementaires plus rigoureuses dispositions mettront l'accent sur les responsabilités de l'industrie à l'égard de la sécurité des produits de au gouvernement de réagir plus rapidement pour protéger la population en cas de problème. Ces potentiel pour le public. Entin, le Plan d'action propose de nouvelles dispositions législatives qui permettront Plan cible les risques les plus élevés en surveillant de près les produits qui présentent le plus grand danger meilleurs renseignements aux consommateurs pour qu'ils puissent prendre des décisions éclairées. De plus, le à prévenir les problèmes de santé et de sécurité par la communication de lignes directrices à l'industrie et de alimentaires et de consommation, qui renterme trois secteurs d'intervention clés. Le Plan d'action vise d'abord d'autres ministères fédéraux clés à l'élaboration du Plan d'action pour assurer la sécurité des produits et la sûreté des biens qu'elles achètent. En soutenant de cet engagement, Santé Canada a travaillé avec mesures sur la sûreté des aliments et des produits afin que les familles puissent avoir contiance en la qualité consommation sur le marché. Dans le discours du Trône, le gouvernement s'est engagé à proposer des susceptibles d'être ingérés dans des jouets pour enfants ont remis en question la sécurité des produits de Les récents événements mettant en cause la présence de plomb dans des bijoux pour enfants et d'aimants

08	06	18	8′6	8,9	
qT3	eb snoillim ne) (snollob	qT3	e ETP (en millions de dollars)		(en millions de dollars)
LLC	2010-20	OL	2009-20	6007	2-8008-2
r aux urgences normes et les s de Santé r aux urgences nes et les peuvent rester cident ss l'incident un risque	nor d'activités prévue is sont prêtes à réagi visées selon les norm service page d'employés qui pour la durée d'un in to v retourner aprè	Canada qui radionuclé objectifs de La proport Canada qui chimiques objectifs de Dourcer au travail pur déterminant déterminant L'élaboratique spécifique spécifique spécifique spécifique se Plan estimant de Plan estimant de Plan est pur canada proportion de la p	• adionucléaires • cas en cas • gérée • léterminant en	tion aux urgences r tada soutient les me himique. é des opérations e après un incident c avail des fonctionn	réglementa Santé Canc d'urgence c La continuit Paragente et
†r	cateurs de rendemer	ibul		ésultats escomptés	· BY

Les renseignements financiers pour les mesures d'urgence ne comprennent que les activités de la Direction générale de la santé environnementale et de la sécurité des consommateurs.

Activité de programme - Produits de consommation

ETP T	961	203	802	912 .
Dépenses nettes	26,33	24,2	9'77	9′97
Dépenses brutes Moins : Revenus disponibles prévus	9'0 8'97	9'tZ 9'tZ	9'0 L'SZ	5'0 L'ZZ
(en millions de dollars)	Prévision des 2007- 2008	Dépenses 2008- 2008-	S010 brévues Dépenses	SOJJ brévues Dépenses

cosmétiques et aux dispositifs émettant des radiations, et les communique aux Canadiens. À cette fin, il fait de la recherche, évalue les risques et élabore des stratégies de gestion du risque afin de

Santé Canada détermine, évalue et gère les risques pour la santé et la sécurité associés aux produits de consommation (y compris les produits d'usage domestique, industriel ou clinique), aux

régions en soutenant l'exécution des programmes.

23	۵′۱	77	ars) dollars)		24 1,3 24		t√l l
qT3	en allim ne) (en millim ne)	9T3			eb snoillim ne) (snollob		
1102	0107 , ,	010	2009-20	6007	-800Z		
l les objectifs de rés de passagers testinale ection ou de aux	i'on des activités d'i selon les normes e nage de cas décla e maladie gastroin e de rapports d'insp nations pour la qu	exécutées service Le pourcei qui ont un Le nombre	x transporteurs de passagers astrointestinale iions pour la	e prévention pour a que par rapport au ices auxiliaires tendances du taux tent une maladie g aux Recommanda l'eau potable destin srs communs	et aux servi et aux servi et auisse des qui contrad • Conformité		
tnə	cateurs de rendem	pul		ésultats escomptés	Я		

Programme et services clés - Planification d'urgence

Description:

Santé Canada offre des services de mesures et d'interventions d'urgence physique et psychosociale aux fonctionnaires partout au Canada, dont la fourniture de services de personnel qualifié, d'équipement de protection individuelle, de matériel d'analyse pour faire des inspections sur place dans des situations d'urgence, de véhicules de secours et d'appareils de communication. Santé Canada veille également à la santé psychosociale des fonctionnaires fédéraux et voit à ce qu'ils soient protégés et soutenus avant, pendant et après des urgences afin d'assurer la continuité de la prestation des services à la population canadienne. On travaille à l'heure actuelle à faire augmenter le nombre de centres d'intervention d'urgence, à mettre au point un plan d'intervention d'urgence de programme qui sera cohérent avec le Plan d'intervention d'urgence de programme qui sera cohérent avec le Plan d'intervention d'urgence de programme qui sera cohérent avec le Plan d'intervention d'urgence de programme qui sera cohérent avec le Plan d'intervention d'urgence de programme qui sera cohérent avec le Plan d'intervention d'urgence de programme qui sera cohérent avec le Plan d'intervention d'urgence de programme qui sera cohérent avec le Plan d'intervention d'urgence de programme qui sera cohérent avec le Plan d'intervention d'urgence de programme qui sera cohérent avec le Plan d'intervention d'urgence de programme qui sera cohérent avec le Plan d'intervention d'urgence de programme qui sera cohérent avec le Plan d'intervention d'urgence de programme qui sera cohérent avec le Plan d'intervention d'urgence de programme qui sera cohérent avec le Plan d'urgence, à mettre au mettre au mettre avec le programme d'urgence de programme d'urgence de prodramme d'urgence de prodramme d'urgence de la Santé, à élargir la fourdir de la favorité de la fourdir de la fourd

Santé Canada coordonne également les activités fédérales de mesures et d'interventions en cas d'urgences radionucléaires, maintient et fournit des ressources techniques et scientifiques pour l'évaluation des incidences de telles urgences sur la santé, remplit les obligations canadiennes et internationales et assure la liaison en matière d'urgences radionucléaires, et améliore la capacité de préparation et d'intervention du portefeuille de la Santé en cas d'urgence chimique. Santé Canada mène également la recherche fédérale scientifique et technique et l'élaboration de projets impliquant divers organismes, maintient un laboratoire nationale de radiologie ainsi que des réseaux de surveillance, et participe à la formation et aux exercices pour les intervenants d'urgence en soutenant des initiatives nationales de sécurité chimique, biologique, radiologique et nucléaire. Le Plan d'intervention fédéral en cas d'urgence nucléaire sera actualisé et rattaché d'ici mars 2010 au Plan fédéral d'intervention d'urgence en cours d'établissement par Sécurité publique Canada.

Les mesures d'urgence décrites ne comprennent que les activités de la Direction générale de la santé environnementale et de la sécurité des consommateurs.

produits chimiques les plus prioritaires

conseils donnés de publications et d'ateliers et la quantité de Le nombre d'affiches évaluées par les pairs, dans les milieux environnementaux concentrations de contaminants prioritaires prioritaires chez les humains et les toxiques, les concentrations de contaminants attribuables aux substances chimiques Le nombre de cas de maladie et de blessures

normes et les objectits de service d'activités réglementaires exécutées selon les La proportion d'évaluations des risques et

> Baisse des tendances des niveaux de risque, produits de la biotechnologie instruments de contrôle des substances et des

- Une meilleure connaissance des dangers les Canadiens leur utilisation ou du risque d'exposition pour chimiques toxiques dans l'environnement et à des blessures attribuables aux substances des réactions indésirables, des maladies et
- substances et aux produits de la nouveaux ou émergents, reliés aux nouvelles réglementation aux risques pour la santé, Réaction opportune du système de réglementation sont prises à partir desquelles les décisions de environnementaux et des données probantes

197	9'18	747	9'94	907	5'19
ETP	eb znoillim ne) (znollob	БТР	eb znoillim ne) (arbllob	ETP	əb znöillim nə) (zıpllob
2011	-0102	2010	-8002	5005	-8008

Programme et services clés - Transporteurs communs

Description:

biotechnologie

activités transitoires et du nouveau cadre proposé. déterminer la noture et la fréquence des inspections nécessaires. Ce sera une caractéristique essentielle des élaborera et mettra en œuvre un cadre d'inspection fondé sur le risque, dont un outil d'évaluation pour programme volontaire actuel jusqu'à ce que le cadre législatif soit en place. De plus, Santé Canada et engager des discussions avec les exploitants d'aéroports et de ports de mer. Ces activités compléteront le avec les entreprises de transport, notamment étendre ses plans de gestion de l'eau aux trains et aux traversiers mondiale de la Santé. Dans l'intervalle, Santé Canada continue d'améliorer son programme en consultation de risque et de satisfaire aux engagements en vertu du Règlement sanitaire international de l'Organisation transmissibles au Canada, y compris les pandémies. Des démarches sont en cours pour aborder les secteurs Santé Canada joue un rôle essentiel pour ce qui est de prévenir l'introduction et la propagation de maladies publique à bord des trains, des navires, et des aéronets et dans leurs services auxiliaires (cuisines de l'air). En vertu de la Loi sur le ministère de la Santé, Santé Canada fait des inspections pour protéger la santé

les communautés rurales ou éloignées

finalisées puis publiées. Santé Canada collaborera avec des partenaires à établir les priorités et à élaborer des stratégies afin d'améliorer la sécurité de l'approvisionnement de l'eau potable dans les petites collectivités.

prinement de l'eau potable dans les petites collectivités.	des stratégies afin d'améliorer la sécurité de l'approvisio
Indicateurs de rendement	Késultats escomptés
• Le nombre de Recommandations pour la approuvées par le Comité FPT	Les politiques FPT incorporent les exigences reliées à la santé de la qualité de l'eau potable et des eaux utilisées à des fins récréatives afin de réduire les risques pour la récréatives afin de réduire les risques pour la
e La réussite des projets pilotes ou des stratégies visant à aborder les lacunes actuelles particulières aux petits systèmes	santé des Canadiens Les provinces adoptent un ensemble commun de stratégies pour aborder les lacunes actuelles particultères aux petits systèmes d'alimentation en eau potable et améliorer ainsi la qualité de l'eau potable, surtout dans

671	1,52	l9l	7,62	₹ \$1	7,82
9T3	eb snoillim ne) (snollob	ETP	eb snoillim ne) (snollob	ETP	eb anoillim ne) (en billons)
1102	-0102	2010	-2009	5000	-8002

Programme et services clés - Gestion des produits chimiques

en ce qui concerne les règlements et autres

Description:

Le Plan de gestion des produits chimiques permettra à Santé Canada et à Environnement Canada de protéger l'état de santé des Canadiens et l'environnement contre les risques associés aux substances chimiques seront évaluées sur une période de trois ans et, tous les trois mois, les évaluations de quinze à trente produits chimiques seront disponibles à l'industrie et aux groupes d'intervenants pour une période de six mois afin d'obtenir leur commentaires. Santé Canada et Environnement Canada intégreront les activités liées aux substances chimiques visées par l'ensemble des lois fédérales et renforceront intégreront de façon significative l'évaluation des risques et la gestion du risque posées par les substances nouvelles ou existantes. Les activités de surveillance, de recherche et de reddition de comptes nécessaires nouvelles ou existantes. Les activités de surveillance, de recherche et de reddition de comptes nécessaires nouvelles ou existantes. Les activités de surveillance, de récherche et de reddition de produite au santé de la population et l'environnement contre les risques posées par les substances chimiques seront établies. De plus, Santé Canada et Environnement Canada travailleront avec les intervenants à l'élaboration et à la mise en œuvre d'un cadre de réglementation qui prévoira la réalisation d'évaluations environnement es drogues.

Indicateurs de rendement	KęsnĮtats escomptės	1
Le degré de sensibilisation du Plan de gestion	Sensibilisation accrue de la population	
des produits chimiques et des mesures sont prises Le pourcentage d'exécution des plans selon les normes et les objectifs de service pour	canadienne sur les questions de gestion des produits chimiques et des mesures prises • Les évaluation des risques sont menées et les objectifs de la gestion du risque sont satisfaits	

évaluer et réduire l'émission ou les usages des

environnementale	environnementale	
est an contant des enjeux de santé	contant des enjeux de santé	
Le pourcentage de la population ciblée qui	Les Canadiens connaissent bien et sont au	•
	saupixot	
	émergents, reliés aux substances chimiques	

Programme et services clés - Qualité de l'air

: noitqinəsəQ

En vertu du Cadre réglementaire sur les émissions atmosphériques de 2007, Santé Canada soutient et améliore les mesures de gestion du risque afin d'aborder les risques pour la santé reliés à la qualité de l'air intérieur et extérieur. En utilisant des outils et des stratégies d'évaluation, les effets sur la santé des options réglementaires proposées seront évalués. Santé Canada et Environnement Canada fixeront des objectifs de qualité de l'air pour les particules et l'ozone, deux constituants importants du smag. De plus, la cote air santé sera instituée pour aider les Canadaiens à prendre des décisions éclairées afin de réduire les risques pour leur santé. Santé Canada élaborera des lignes directrices sur la qualité de l'air intérieur, des programmes de sensibilisation et de prévention, ainsi que des règlements sur les produits d'origine afin de réduire l'exposition aux contaminants de l'oir intérieur.

192	6:13	842	2.12	242	6.08		
qT3	en sillions de dollars)	GTP	eb enoillim ne) (enollob	ЕТР	eb snoillim ne) (en millob		
1102	-0102	2009-2010		2008-2009 2009-20		2008-2009 2009-2010	
valuer les valuer les alité de l'air s la réduction de aux la santé	s règlements, les na d'une meilleure qui er les avantages de n atmosphérique po nage de la populat	e des pratiques pratiques per des règlements, pratiques claptiques l'application de l'Outil proporte des avantages d'une meilleu pour estimer les avantage la pourcentage de la proporte face acre f		Les évaluations des risques mènen meilleures stratégies de la gestion pour réduire l'exposition générale in humains aux polluants atmosphéris La sensibilisation du public est acc aux effets de la réduction de la qui intérieur et extérieur (pollution atmosment à set exterieur (pollution atmosment à set exterieur que protection à pre et des mesures de protection à pre et de precedent de precedent de precedent de la precedent de precede			
. · · tnə	cateurs de rendem	ibul		ésultats escomptés	В		
contaminants de l'air intérieur.							

Programme et services clés - Qualité de l'eau

Description:

Santé Canada offre un leadership et des compétences scientifiques dans le but de mieux protéger la santé humaine contre les risques posés par l'eau potable et les eaux utilisées à des fins récréatives. En 2008-2009, iusqu'à cinq Recommandations pour la qualité de l'eau potable au Canada seront élaborées et soumises aux fins d'approbation par l'entremise du processus fédéral-provincial-territorial. La nouvelle version des Recommandations au sujet de la qualité des eaux utilisées à des fins récréatives sera affichée pour consultation. Les Recommandations canadiennes sur les eaux domestiques recyclées sont censées être

Remarques : L'augmentation des dépenses prévues de 2007-2008 à 2008-2009 est principalement due à une augmentation du niveau de financement à la protection des Canadiens et à l'environnement des substances toxiques par l'entremise du Plan de gestion des produits chimiques.

L'augmentation des dépenses prévues de 2008-2009 à 2009-2010 est principalement due à une augmentation du niveau de financement pour le Plan de gestion des produits chimiques et pour la mise en œuvre du Programme de réglementation de l'air pur.

Les chiffres comprennent un montant pour d'autres coûts d'infrastructure du Ministère et des régions en soutenant l'exécution des programmes.

dangers environnementaux éventuels. éclairées en vue de limiter leur exposition aux aux Canadiens de prendre des décisions mieux communications et des activités élargies permettent et les aliments. Enfin, de meilleures les produits d'hygiène et de beauté, les cosmétiques ceux que constituent les produits pharmaceutiques, risques environnementaux sur la santé, y compris renforcement de l'évaluation et de la gestion des du risque avec divers sécteurs de l'industrie, et le l'élaboration d'ententes de rendement de la gestion d'un système national de suivi biologique, D'autres activités comprennent : la mise en œuvre éventuel pour la santé humaine et l'environnement. substances que l'on pense constituer un danger d'évaluer et ensuite gérer les risques associés à ces déterminer les produits chimiques qu'il est important Canada depuis le milieu des années 1980 afin de de quelque 23 000 substances qui existent au Canada ont utilisé les résultats de la catégorisation chimiques, Santé Canada et Environnement Canada. En vertu du Plan de gestion des produits santé avant qu'elles ne puissent être utilisées au évaluation des risques pour l'environnement et la nouvelles substances subissent une rigoureuse substances nouvelles de la LCPE (1999), de Règlement sur les renseignements concernant les diverses substances et produits. En vertu du dispositions d'évaluation et de protection pour

vue de protéger les voyageurs. collaboration avec les transporteurs communs en écologiques de même que le travail en solaires, la préparation aux désastres nucléaires et VU snoyar sel, (eigolondostonan al memmeton) biotechnologie ou d'autres technologies nouvelles l'environnement, les produits issus de la ambiant, les tréquences électromagnétiques dans substances chimiques actuelles et nouvelles, le bruit contaminants environnementaux, y compris les l'évaluation des risques et la gestion des réglementation en ce qui concerne l'air pur; climatiques; les programmes et activités de lieux contaminés, la toxicologie et les changements sur la qualité de l'eau potable, la qualité de l'air, les activités de ce secteur clé comprend la recherche milieux de vie, de travail et de loisirs. La portée des facteurs environnementaux pour la santé dans les évaluant et en gérant les risques que posent les vulnérables comme les enfants, en définissant, en de santé des Canadiens, y compris les populations programme vise à promouvoir et à protéger l'état santé pour tous les Canadiens. Cette activité de L'environnement demeure un déterminant clé de la

La Loi canadienne sur la protection de l'environnement (1999) de concert avec d'autres lois du Parlement telles que la Loi sur les produits dangereux, la Loi sur les aliments et drogues et la Loi sur les produits antiparasitaires, fournissent des

Indicateurs de rendement		Kesultats escomptés	
La proportion des activités réglementaires	•	Réaction opportune du système de	•
traitées selon les normes et objectifs de		réglementation aux risques pour la santé,	
əzivnəs		nouveaux ou émergents, reliés aux substances	
		tnemennorivnell b te seupixot seupimido	
Le délai d'intégration des risques sérieux pour	•	Détermination, évaluation et gestion des	•
la santé dans un régime de gestion du risque		risques pour la santé, nouveaux ou	

substances, et les milieux de travail. chimiques et les niveaux d'exposition à ces municipalités concernant les contaminants fonctionnaires fédéraux, aux provinces et aux risques, fournir des conseils de santé aux substances contrôlées, mener des évaluations de consommation, au tabac, aux drogues et aux sensibilisation relatives aux produits de des activités d'inspection, de surveillance et de leader dans des initiatives nationales clés, mener programmes. Cela comprend jouer un rôle de Canada est indispensable à l'exécution des La contribution des bureaux régionaux de Santé

le résultat stratégique : Les activités de programme ci-dessous soutiennent

- Santé environnementale durable
- Santé en milieu de travail Produits de consommation
- Réglementation des pesticides Consommation et abus de substances

de satisfaire à nos obligations et engagements, de réagir aux enjeux de santé et de sécurité au pays, partenaires internationaux nous permet de mieux d'urgence nucléaire. Notre collaboration avec nos de coordonner les activités de préparation en cas au tabac et la salubrité de l'eau potable ainsi que directrices sur des enjeux comme le renoncement de divers comités, afin d'élaborer des lignes avec les provinces et les territoires, par l'entremise contre le terrorisme. De plus, nous collaborons gouvernement pour la sécurité publique et la lutte Canada. Nous participons aussi aux initiatives du du Canada et l'Agence des services frontaliers du Sécurité publique Canada, la Gendarmerie royale connexes, nous collaborerons avec Justice Canada, drogues illégales et les activités criminelles gouvernement, qui lutte contre la consommation de cadre de la Stratégie nationale antidrogue du enjeux de la santé et de l'environnement. Dans le d'information sur la santé, et d'autres encore, sur les de la santé publique du Canada, l'Institut canadien

promouvoir le leadership du Canada dans le partager les pratiques exemplaires et de

monde entier.

Activité de programme - Hygiène de l'environnement durable

QT3	996	990 l	Z60 l	1201
Dépenses nettes	Z'09 L	t'99L	6'6 <u>/</u> 1	9'221
Dépenses brutes Moins : Revenus disponibles prévus	†′l l′791	†′L 8′99L	t'l E'l81	⊅'l 0'6∠l
(snallob eb enoillim ne)	Prévision seb déperses 2007 2008	Dépenses	S010 S009- Dépenses	Dépenses 2010- 2011
Oépenses prévues et équivalents temps plein (FTP)				

Résultat stratégique : Réduction des risques pour la santé et pour l'environnement causés par des substances et des produits réglementés, et milieux de vie et de travail plus sains

activités de recherche scientifique en contribuant à la production, à la diffusion et à l'application de connaissances scientifiques et techniques, y compris l'évaluation des produsts et des processus aux fins de réglementation, ainsi qu'à la surveillance, à l'analyse et à la collecte de renseignements. En plus de nos activités internes de recherche scientifique, de surveillance de la santé et de prévention en vue et l'utilisation sécuritaire des technologies nouvelles et l'utilisation sécuritaire des technologies et la nanotechnologie), nous utiliserons les résultats de hamonèchnologie), nous utiliserons les résultats de déterniner les risques pour la santé humaine et déventuer et de gérer ces risques.

à la reddition de compte. rigueur, structure et intégration à la planification et décisions de la gestion et fournir une plus grande améliorer la veille économique d'une prise de résultats et les indicateurs de rendement pour planification, les éléments financiers, les risques, les rapports, qui combinera les outils et les logiciels de de planification intégrée et d'établissement de également à soutenir l'élaboration d'une stratégie l'examen. Les conclusions de l'examen serviront risques, les possibilités et les défis déterminés dans des années à venir pour aborder les écarts, les mesures à entreprendre sur le champ et au cours stratégie de changement intégré précisera les possibilités d'améliorer la gestion et l'efficacité. Une des programmes de réglementation et les a été lancé afin de déterminer les coûts complets générale, un examen approfondi des programmes En réaction au rapport de 2006 de la véritication

Les activités liées à ce résultat stratégique nécessitent des partenariats durables avec d'autres ministères du gouvernement fédéral ainsi qu'avec les provinces et les ferritoires, des organisations non gouvernementales, le milieu universitaire, et la communauté internationale. Nous collaborerons étroitement avec toutes les directions générales de Santé Canada ainsi qu'avec Environnement

sur les produits antiparasitaires, et d'autres encore. radiations, la Loi sur la mise en quarantaine, la Loi et drogues, la Loi sur les dispositits émettant des dangereux, la Loi sur le tabac, la Loi sur les aliments drogues et autres substances, la Loi sur les produits (1999) [LCPE (1999)] , la Loi réglementant certaines canadienne sur la protection de l'environnement par des mesures législatives, notamment la Loi en visite. Bon nombre de ces activités sont régies planification d'urgence en santé pour les dignitaires de l'eau potable pour les voyageurs et la chimiques et nucléaires, l'inspection des aliments et contre le terrorisme, la préparation aux urgences gouvernement pour la sécurité publique et la lutte la santé et à la sécurité, signalons l'initiative du antiparasitaires. Quant aux autres activités reliées à santé en milieu de travail et les produits es cosmétiques), l'exposition aux rayonnements, la sécurité des produits de consommation (y compris substances, le tabac et la fumée secondaire, la l'environnement, la consommation et l'abus de produits chimiques dans le milieu de travail et dans la qualité de l'eau potable, la qualité de l'air, les aspects de la vie quotidienne des Canadiens, dont Les activités de programme touchent de nombreux

réglementation, nous élargissons le champ de nos sécurité des Canadiens. En tant qu'organisme de la prise de décisions, pour protéger la santé et la politiques, de règlements et de lois, de même qu'à contribue à l'élaboration et à la mise en œuvre de données sur les nouvelles questions de santé et prévisionnelle, appliquée et innovatrice fournit des dactivités scientifiques connexes. La recherche recherche et du développement et dans le cadre (p. ex. le milieu universitaire) dans le domaine de la homologues du gouvernement tédéral et d'ailleurs Nos experts collaborent étroitement avec des vie sains et sécuritaires et la prévention des méfaits. règlements concernant la promotion des modes de établir des programmes, des politiques et des recherche fondés sur des données solides pour programme scientifique et d'utiliser des résultats de Santé Canada continuera de faire avancer le

Aliments génétiquement modifiés et autres aliments nouveaux	۲.
lmth1_xəbni\luqinam-lbrankırapskna-nfvascascascascascascascascascascascascasca	
htth://www.hc-sc.gc.ca/ahc-asc/media/advisories-avis/_2007/7007_1421.html	
http://www.hc-sc.gc.ca/ahc-asc/media/advisories-avis/_2007\$2007	
http://www.hc-sc.gc.ca/ahc-asc/media/advisories-avis/_2007/2007_08_t.html	
Avis, mises en garde et retraits	.6
http://www.regulation.gc.ca/directive/directive00-fra.asp	
Directive du Cabinet sur la rationalisation de la réglementation	.6
http://www.oag-bvg.gc.ca/domino/rapports.nsf/html/20040302cf.html	
Rapport de la vérificatrice générale du Canada de 2004	.4
http://www.oag-bvg.ca/internet/Francais/aud_ch_oag_2006_8_f_14976_html	
Le rapport de la vérificatrice générale de novembre 2006 - Chapitre 8	.5
http://healthycanadians.ca/pr-rp/plan_f.html	
Plan d'action pour assurer la sécurité des produits alimentaires et de consommation	2.
au Canada http://www.hc-sc.gc.ca/ahc-asc/branch-dirgen/hpfb-dapsa/blueprint-plan_ll_f.html	
Plan de renouveau II : Moderniser l'approche de la réglementation des produits de santé et des aliments	٦.
NOTES EN FIN DE CHAPITRE	
Rapport sur les plans et les prontées de 2008-2009	

Imiti.1_xebni\tanjine-abiup-bool-quide-aliment\insp.cs.cgc.ca\frac{1}{1}

La nutrition et la saine alimentation pendant la grossesse http://www.hc-sc.gc.co/fn-an/nutrition/prenatal/index_f.html

http://www.hc-sc.gc.ca/fn-an/surveill/rutrition/commun/index_f.html

http://www.hc-sc.gc.ca/fn-an/gmf-agm/index_f.html http://www.hc-sc.gc.ca/fn-an/gmf-agm/appro/index_f.html http://www.hc-sc.gc.ca/fn-an/legislation/acts-lois/index_f.html

http://www.hc-sc.gc.ca/fn-an/label-etiquet/index_f.html

Enquête sur la santé dans les collectivités canadiennes

Guide alimentaire

Etiquetage des aliments

111

.01

.9

.8

GTP	əb snoillim nə) (zıpllob	9T3	en sillions de (en millions)	6T9	en snoillim ne) (snollob
2010-2011		2010	-600Z	5003	-8008
Groupe de travail sur l'apport en sodium établi Mombre et type de pratiques de gestion de qualité mises en œuvre et produire des procédures normales d'exploitation de la détermination des nouveautés			ub tə əɔr znoitɒtne	on de la transparer d'examen des prési à la mise en marc	olà muibos itorollàmA • sussesora
Pourcentage d'intervenants qui connaissent les renseignements pour faire des choix dimentaires santé Pourcentage d'intervenants qui connaissent la nutrition et les renseignements pour faire des choix alimentaires santé Nombre et type de rapports et de renseignements (p. ex. outils pédagogiques et renseignements (p. ex. outils pédagogiques et publications de recherches) produits et diffusés			é éclairés quant	əl ,noitasilidisnəs a no sənoisiəsb vo x noila ənias al tə no	iodo sel te
Pourcentage de Canadiens qui ont confiance en les allégations nutritionnelles et des allégations santé allégations santé de politiques et de règlements élaborés et publiés			səb tə səllənno tə stnəmilo	a confiance des co s allégations nutritions s Règlement sur les compris les allégat mes de preuve	l'égard des allégations Modifier le drogues y

2,702

72,7

210,5

22,7

٤′902

7,52

possible, de veiller à ce que les produits visés par ces allégations soient sans danger et nutritifs.

Cette sous-activité de programme diffuse aussi, à l'intention des Canadiens et des intervenants, des renseignements sur la valeur nutritive des aliments afin de leur permettre de prendre des décisions éclairées et de faire des choix santé.

En 2080-2009, Santé Canada poursuivra la surveillance du contenu en gras trans des aliments emballés et des aliments servira dans les restaurants. Les résultats de cette évaluation servira à élaborer des stratégies afin de réduire le plus possible la présence d'acides gras trans ⁸ dans le régime alimentaire des Canadiens, conformément aux recommandations du Groupe d'étude sur les graisses trans.

De plus, en 2008-2009, Santé Canada mettra su pied un groupe de travail pour surveiller une stratégie visant à réduire l'apport en sodium; établira des politiques claires et cohérentes sur les allégations santé, y compris procédera à des recherches auprès des consommateurs pour connaître leurs perceptions des aliments qui font procédera à des recherches auprès des consommateurs pour connaître leurs perceptions des aliments qui font aussi pour assurer des niveaux sans danger d'apports nutritionnels pour les Canadiens dans le contexte du régime alimentaires total, ainsi qu'un niveau approprié de protection de la santé. Pour ce faire, il prendra des décisions de principe et des règlements sur l'enrichissement à des fins de rétablissement, l'enrichissement des obligatoire, l'ajout discrétionnaire de vitamines et de minéraux aux aliments, et l'enrichissement des aliments pobligatoire, l'ajout discrétionnaire de vitamines et de minéraux aux aliments, et l'enrichissement des aliments apéciaux, tout en augmentant le nombre de produits alimentaires enrichis. En 2008-2009, nous publierons apéciaux, tout en augmentant le nombre de produits alimentaires enrichis. En 2008-2009, nous publierons des modifications réglementaires, établirons un contrat avec l'Institute of Medicine et le National Academies of Science des États-Unis pour entreprendre un examen de la vitamine D; et collaborera avec le comité directeur du gouvernement du Canada sur les apports nutritionnels de référence (ANREF).

En 2008-09, Santé Canada collaborera avec des partenaires des gouvernements fédéraux du Canada et des États-Unis et le Food and Mutrition Board de l'Institute of Medicine des États-Unis (FNB/IOM) pour contribuer à l'amélioration du cadre en prévision du prochain examen des apports nutritionnels de référence (ANRE), qui préparera un contrat avec l'IOM en vue d'un examen de la vitamine D et de nutrition et la saine d'imentation publierons et diffuserons également des recommandations révisées sur la nutrition et la saine alimentation pendant la grossesses. Pour aider à renforcer la capacité de recherche et à éclairer les politiques quant à la nutrition, nous publierons un rapport sur la consommation de fruits et de légumes, ainsi que le troisième volume de tableaux de données sommaires sur les apports nutritionnels provenant des aliments, les deux volume de tableaux de données sommaires sur les canadiennes, 2.2, Mutrition⁸. Pour aider les canadiens à faire des choix alimentaires éclairés, l'étiquetage nutritionnell¹⁰ fera partie des initiatives de sensibilisation à une alimentation santé, et la diffusion du Guide alimentaire révisé¹¹ permettra de continuer à sensibilisation à une alimentation santé, et la diffusion du Guide alimentaire révisé¹¹ permettra de continuer à sensibilisation à une alimentation santé, et la diffusion du Guide alimentaire révisé¹¹ permettra de continuer à sensibilisation à une alimentation santé, et la diffusion du Guide alimentaire révisé¹¹ permettra de continuer à sensibilisation à une alimentation santé, et la diffusion du Guide alimentaire révisé¹¹ permettra de continuer à sensibilisation à une alimentation santé, et la diffusion du Guide alimentaire révisé¹¹ permettra de continuer à sensibilisation à une alimentation santé, et la diffusion du Guide alimentaire révisé¹¹ permettra de continuer à sensibilisation du content des alimentations autritions des continues à content de continuer à content des alimentations au les contents de continuer à content de content de co

le taire connaître.

Indicateurs de rendement

Pourcentage d'intervenants qui connaissent les acides gras trans Mombre d'aliments ou de groupes d'aliments qui contiennent moins de gras trans

Résultats escomptés

Réduire le plus possible la présence d'acides gras trans dans le régime alimentaire des Canadiens: Limiter la teneur en gras trans des huiles végétales et des margarines molles graisses; et limiter la teneur en gras trans de tous les autres aliments à 5 % de la teneur totale en tous les autres aliments à 5 % de la teneur totale en gras trans de tous les autres aliments à 5 % de la teneur totale en graisses; y compris pour les tous les aux restaurants

génétiquement modifiés et des autres aliments nouveaux proposés pour le marché canadien. Comme le prévoit le Règlement sur les aliments et drogues, les entreprises doivent soumettre à l'examen et à l'approbation de Santé Canada des données scientifiques détaillées avant de pouvoir vendre de tels aliments au Canada.

Les aliments nouveaux sont des aliments qui résultent de processus qui n'ont jamais été appliqués à des aliments, des produits qui ne présentent pas d'antécédents d'innocuité comme aliments et les aliments qui ont été modifiés au moyen de manipulations génétiques, aussi appelés aliments génétiquement modifiés, aliments transgéniques et aliments issus de la biotechnologie.

Cette sous-activité de programme fournit également aux Canadiens et aux intervenants des renseignements à jour, fondés sur des données probantes et faisant autorité sur l'innocuité des aliments nouveaux afin de leur permettre de prendre des décisions éclairées et de faire des choix santé.

Santé Canada améliorera le processus d'examen des présentations préalables à la mise en marché d'aliments nouveaux et sa transparence ⁷. Les activités associées à cet engagement amélioreront la prévisibilité, la crédibilité et la cohérence de l'approche de Santé Canada en ce qui concerne la réglementation des aliments nouveaux et l'évaluation de leur innocuité. En 2008-2009, nous mettrons en œuvre des pratiques de gestion de qualité et élaborerons des procédures opératoires normalisées pour la détermination du caractère

Indicateurs de rendement Nombre et type de la qualité des pratiques de	Résultats escomptés Amélioration du processus d'examen des	•
gestion mises en œuvre et des procédures opératoires normalisées créées pour la détermination du caractère nouveau	présentations préalables à la mise en marché d'aliments nouveaux et sa transparence	

Z′E⊅	8'1	6'87	8'1	9'tt	6't
9T3	eb enoillim ne) (enollob	9T3	əb znoillim nə) (zrallob	PTP ETP	en anoillim ne) (en millons)
2010-2011		2010	-8002	5000	-8002

Programme et services clés – Nutrition

Description:

La sous-activité de programme relative à la nutrition fait la promotion la santé nutritionnelle et du bien-être des Canadiens grâce à la définition, à la promotion et à la mise en œuvre conjointes de politiques et de normes nutritionnelles fondées sur des données probantes. Elle permet également de maintenir et d'améliorer la qualité nutritionnelle et la salubrité de l'approvisionnement alimentaire afin de s'assurer que ce dernier satisfait aux besoins de la population, de veiller à ce que les préparations pour nouvrissons et les aliments atisfait aux besoins de la population, de veiller à ce que les préparations pour nouvrissons et les aliments adisques médicaux spéciaux (p. ex. préparations pour régimes liquides) soient sans danger, adéquats sur le plan nutriti et efficaces du point de vue des usages indiqués, et de veiller à ce que l'étiquetage nutritionnel soit factuel, cohérent et compréhensible.

De plus, cette sous-activité de programme assure que les allégations nutritionnelles et les allégations santé sont cohérentes, qu'elles ne sont pas trompeuses ou qu'elles ne prêtent pas à confusion et qu'elles sont fondées sur des critères de santé et des critères scientifiques reconnus. Elle permet aussi, dans la mesure du

aux produits chimiques provenant des procédés de transformation des aliments, y compris l'ajout d'additifs directs, l'emballage et la formation accidentelle découlant de la cuisson, de la fermentation et de l'irradiation, conformément au Règlement sur les aliments et drogues.

Cette sous-activité de programme est chargé d'enquêter sur la prévalence des contaminants chimiques et des risques connexes dans les aliments et de communiquer les stratégies d'intervention appropriées. Elle permet aussi de fournir aux Canadiens et aux intervenants des renseignements à jour, fondés sur des données probantes et faisant autorité sur les risques associés aux contaminants chimiques présents dans les aliments pour qu'ils puissent prendre des décisions éclairées et faire des choix santé.

Santé Canada détermine également et évalue les effets potentiellement nocifs pour la santé d'un certain nombre de contaminants chimiques d'origine alimentaire et détermine des moyens pertinents qui permettront aux Canadiens de réduire leur exposition à ces produits. En 2008-2009, Santé Canada mettra en œuvre un plan de communication des risques associés à la présence de mercure dans le poisson et des avantages de la consommation de poisson (population à risque ciblée : femmes en âge de procréer et jeunes enfants); élaborera un plan intégré de surveillance des produits chimiques dans les aliments par l'entremise du réseau directrices sur les données issues des activités de surveillance des produits chimiques récemment désouvert dans les adiments (p. ex. le furane, l'acrylamide dans les aliments des lignes directrices sur les données provenant des activités de surveillance des produits chimiques des produits chimiques dimentaires, par le furane, l'acrylamide dans les aliments des lignes directrices sur les données provenant des activités de surveillance des produits chimiques and dimentaires, par rapport notamment à la présence à l'état de traces de produits chimiques récemment adiments (p. ex. le furane et l'acrylamide dans les aliments disponibles au Canada).

présente le mercure : nombre de publications et communications rédigées par Santé	produits chimiques choisis dans les aliments
Canada	
Indimit samron sallavuon ab ardmoN.	
présence de produits chimiques dans les aliments vendus au Canada	
Nombre de publications relatives aux activités	
de surveillance des produits chimiques dans	
les aliments et aux mesures connexes par Santé Canada (établissement de normes, évaluation et gestion du risque)	

7,892	32,8	0′00€	35,9	304,8	9'88
qT3	(en millions de dollars)	ETP	(en millions de dollars)	qT3	əb znoillim nə) (znollob
2010-2011		0102-	5002	5005	-8002

Programme et services clés – Aliments nouveaux

Description:

La sous-activité de programme relative aux aliments nouveaux évalue l'innocuité de tous les aliments

décisions éclairées et faire des choix santé.

Il est très difficile de contrôler complètement les pathogènes d'origine alimentaire, car les micro-organismes peuvent être introduits dans les aliments à toutes les étapes de la chaîne alimentaire et survivre aux procédés de transformation. De plus, les aliments peuvent être contaminés ultérieurement, pendant la préparation, la cuisson et l'entreposage. Il appartient à Santé Canada d'établir des stratégies d'intervention appropriées pour lutter contre la présence de micro-organismes pathogènes d'origine alimentaire dans tous les aliments consommés au pays.

Réduire l'exposition aux micro-organismes d'origine alimentaire entraînera une diminution du nombre de cas de maladie d'origine alimentaire au Canada. Santé Canada prévoit faire des efforts importants de communication et de sensibilisation pour accroître les connaissances des consommateurs. ⁶ De plus, le Ministère améliorera ses conseils, lignes directrices, politiques et règlements fondées sur des données scientifiques afin d'améliorer les méthodes de production et de manipulation des aliments. En 2008-2009, le Ministère mènera des campagnes d'information en ce qui concerne la viande crue, la volaille et les jus non pasteurisés, établira et mettra en œuvre des règlements sur la manipulation sans danger et l'étiquetage de la viande crue, élaborera des politiques et des dispositions réglementaires pour les jus non pasteurisés, mènera viande crue, élaborera des politiques et des dispositions réglementaires pour les jus non pasteurisés, mènera pactèrie E. Coli dans les produits et lancera une campagne de communication sous la forme d'un trousse de produit conjoint et inclura des renseignements sur les légumes en feuille, les pousses, les jus non pasteurisés produit conjoint et inclura des renseignements sur les légumes en feuille, les pousses, les jus non pasteurisés produit conjoint et inclura des renseignements sur les légumes en feuille, les pousses, les jus non pasteurisés de produit conjoint et inclura des renseignements sur les légumes en feuille, les pousses, les jus non pasteurisés de la compagne de compagne de la comp

CCVL	7 31	0 671	8 2 [6 9 / [1 71
qT3	(en millions) de dollars	6TP	(en millions) de dollars	ETP .	eb snoillim ne) (snollob
1102-	0102-	5002	5000	-8002	
jus non vre de règlements ger et		viande crue pasteurisés Établisseme sur la mani	eme les s ntoxications production et nour réduire	non et connaissance teurs en ce qui conc ons de combattre le sisse à l'origine d'il son des pratiques de lation des aliments p aux microorganism	bonnos haçiones façiones façiones microorgan alimentaires • Amélioration de manipulus de manipu
a , tuər	cateurs de rendem	oibal		ésultats escomptés	N.
				légumes frais.	et d'autres fruits et

Programme et services clés – Contaminants chimiques d'origine alimentaire

Description:

La sous-activité de programme relative aux contaminants chimiques d'origine alimentaire réglemente la réduction des risques pour la santé humaine associés aux aliments qui contiennent des contaminants environnementaux et des produits chimiques issus de l'activité industrielle et agricole; la réduction des effets sur la santé humaine associés aux allergies alimentaires au sein des populations vulnérables; la détermination et l'évaluation des effets indésirables pour la santé associés aux produits toxiques naturels d'origine alimentaire et l'élaboration des stratégies d'intervention visant à limiter l'exposition humaine à ces d'origine alimiter l'exposition humaine à ces produits chimiques; la détermination et la réduction des risques pour la santé humaine associés produits chimiques; la détermination, l'évaluation et la réduction des risques pour la santé humaine associés produits chimiques; la détermination, l'évaluation et la réduction des risques pour la santé humaine associés produits chimiques; la détermination, l'évaluation et la réduction des risques pour la santé humaine associés produits chimiques.

dans d'autres pays, Santé Canada est tenu de veiller à l'innocuité et à une utilisation sans danger de ces produits. À l'heure actuelle, la Commission européenne et d'autres pays comme l'Australie et la Nouvelle-Zélande établissent des politiques sur l'enrichissement volontaire des aliments.

Une saine alimentation joue un rôle vital dans la promotion de la santé et la réduction du risque d obésité et d'autres maladies chroniques mettant en cause l'alimentation. Des changements dans les milieux sociaux et physiques engendrent des forces milieux sociaux et physiques engendrent des forces les plus en plus complexes et influentes qui touchent les habitudes alimentaires des Canadiens. Des activités pour mieux connaître ce que les activités pour mieux connaître ce que les climentation et les stratégies efficaces pour favoriser une saine alimentation et les stratégies efficaces pour favoriser diamentation et les pointséers et des programmes utiles et éflicaces qui permettront d'améliorer la santé efficaces qui permettront d'améliorer la santé efficaces qui permettront d'améliorer la santé entretinonnelle et le bien-être des Canadiens.

Pour traiter certaines de ces pressions, Santé Canada prévoit mettre en œuvre un certain nombre d'initiatives et de mesures, qui sont décrites dans les programmes clés ci-dessous.

aux aliments qui contiennent des contaminants de l'environnement (p. ex. mercure dans le poisson), des produits chimiques résultant de la transformation des aliments (p. ex. furane et

acrylamide présents dans les aliments), des produits chimiques résultant de l'activité industrielle (p. ex. métaux lourds, polluants organiques persistants) et de l'activité agricole (p. ex. médicaments vétérinaires et pesticides). Santé Canada définit et santé de ces contaminants et détermine les mesures que les Canadiens peuvent prendre pour réduire leur exposition à ces produits, tout en tenant compte des avantages de consommer des aliments pouvant contenir ces contaminants.

Dans le domaine de la nutrition, l'établissement de limites pour l'ajout de vitamines et de minéraux dans les aliments (processus appelé enrichissement) est un moyen utilisé par Santé Canada pour veiller à que les Canadiens reçoivent les nutriments dont ils ont besoin sans être exposés à des concentrations dangereusement élevées. Étant donné la commercialisation accrue d'aliments nouvellement enrichis (boissons) et très enrichis nouvellement enrichis (boissons) et très enrichis

Réduction de l'exposition aux micro-organismes pathogènes d'origine alimentaire, aux contaminants de
alimentaire, aux contaminants de
l'environnement d'origine agrochimique e
allergènes alimentaires
Nombre accru de choix éclairés et de
décisions en santé en ce qui concerne la

Programme et services clés – Pathogènes d'origine alimentaire

: noitqrioseQ

La sous-activité de programme liée aux pathogènes d'origine alimentaire réglemente l'atténuation des risques pour la santé humaine associés aux nouveaux pathogènes (les nouveaux et sont qui réapparaissent) dans la chaîne alimentaire, conformément au Règlement sur les aliments et drogues. Cette sous-activité de programme contribue à réduire l'exposition humaine aux micro-organismes pathogènes d'origine alimentaire, limitant ainsi le nombre de cas de maladie d'origine alimentaire au Canada.

Cette sous-activité de programme est chargé d'enquêter sur la prévalence des pathogènes d'origine alimentaire et les risques connexes et de formuler des stratégies d'intervention appropriées. Elle fournit aussi aux Canadiens et aux intervenants des renseignements à jour, fondés sur des données probantes et faisant autorité sur les risques associés aux pathogènes d'origine alimentaire pour qu'ils puissent prendre des autorité sur les risques associés aux pathogènes d'origine alimentaire pour qu'ils puissent prendre des

Activité de programme – Alimentation et nutrition

Dépenses prévues et équivalents temps plein (ETP)

QT3	669	904	969	769
Dépenses nettes	t, E8	6'77	ε'94	0.97
Dépenses brutes Moins : Revenus disponibles prévus	ε′ι ∠′≠8	ε'ι ε'64	ε'ι 9'44	ε'ι †' <u>/</u> /
(en millions de dollars)	Prévision sab dépenses 2007- 8002	Dépenses 2008 2009	Dépenses 2009- 2010	Dépenses 2010- 2011

Remarques : La diminution des dépenses prévues de 2007-2008 à 2008-2009 est principalement due à la fin du Cadre stratégique pour l'agriculture.

La diminution des dépenses prévues de 2008-2009 à 2009-2010 est principalement due à la fin de la réaction de 5anté Canada face à crise de l'encéphalopathie spongiforme bovine (ESB).

Les chiffres de 2007-2008 ont été redressés d $\hat{u}s$ aux changements de l'architecture des activités du programme de 2008-2009.

Les chiffres comprennent un montant pour d'autres coûts d'infrastructure du Ministère et des régions en soutenant l'exécution des programmes.

données probantes et taisant autorité aux Canadiens et aux intervenants afin qu'ils puisent prendre des décisions éclairées et faire des choix santé.

Les activités de Santé Canada pour renforcer la salubrité des aliments sont des éléments clés du Plan d'action pour assurer la sécurité des produits alimentaires et de consommation du Canada. Dans modernisera son système de salubrité des aliments par une approche intégrée et proactive. Santé Canada pilotera des modifications à la Loi sur les aliments et drogues qui aideront à simplifier les outils réglementaires et à en fournir de plus cohérents dans tous les secteurs, ainsi qu'à mieux cohérents dans tous les secteurs, ainsi qu'à mieux concernant la salubrité des aliments.

Plus particulièrement, Santé Canada s'occupe de limiter les risques pour la santé humaine associés

L'activité de programme relative à l'alimentation et à la nutrition établit des politiques, des règlements et des normes sur la salubrité et la qualité nutritionnelle des aliments. L'Agence canadienne d'inspection des aliments (ACIA) appliquent les normes de salubrité et de qualité des aliments. Le cadre législatif relatif aux aliments repose sur la Loi sur les aliments et drogues et son Règlement, la Loi sur les aliments et drogues et son Règlement, la Loi sur les aliments et drogues et son Règlement, la Loi la Loi sur le ministère de la Santé.

Cette activité de programme sert aussi à promouvoir la santé nutritionnelle et le bien-être de la population canadienne grâce à la définition, à la promotion et à la mise en œuvre concertées de politiques et de normes nutritionnelles fondées sur des données probantes. En tant que centre de liaison et source sérieuse de promotion de la nutrition et de l'alimentation saine et de politiques en ce sens, l'activité de programme permet de en ce sens, l'activité de programme permet de fourrit des renseignements à jour, fondés sur des fourrit des renseignements à jour, fondés sur des

gT3 snoillim na)		qT3	snoillim na)	ETP	eb anoillim ne)
	de dollars)		de dollars)		dollars)
0'899	8'69	L' L99	8'09	ε′ε∠9	9'19

Programme et services clés - Matériels médicaux

: noitqinoseQ

La sous-activité de programme relative aux matériels médicaux porte sur la réglementation des matériels médicaux destinés à un usage humain. Avant d'obtenir une autorisation de mise sur le marché, le fabricant doit présenter des données scientifiques étoffées sur l'innocuité, l'efficacité et la qualité du matériel médical, comme l'exige le Règlement sur les instruments médicaux. Le terme « matériel médical » réfère à un large éventail d'instruments médicaux utilisés dans le traitement, l'atténuation, le diagnostic ou la prévention d'une maladie ou d'une affection physique. La sous-activité de programme permet également aux intervenants clés et au public des renseignements à jour, fondés sur des données probantes et faisant autorité afin de prendre des décisions éclairées et de faire des choix santé.

La surveillance des matériels médicaux mis en marché est un élément clé contribuant à l'accès à des instruments médicaux sans danger et efficaces pour les Canadiens. Dans le Rapport de la vérificatrice générale de 2004 ⁴, il est question des lacunes importantes du programme des matériels médicaux et de la nécessité de prendre des mesures énergiques contre les instruments non homologués sur le marché, ainsi que de la nécessité de créer un programme d'inspection efficace.

Pour donner suite au Rapport, Santé Canada a amorcé la mise en oeuvre d'un programme d'inspection pour les titulaires de licence d'établissement pour les instruments médicaux. Dans le but d'atteindre le cycle d'inspection de trois (3) ans conformément au Règlement sur les instruments médicaux, Santé Canada établit chaque année un objectif quand au nombre d'inspections à effectuer ayant trait aux matériels médicaux. Le nombré visé pour 2008-2009, est d'effectuer environ 27 1 inspections d'établissement de matériels médicaux, réduisant ainsi le cycle d'inspection des matériels médicaux, à 7 ans d'ici mars 2009. L'initiative de recouvrement des coûts qui sera mise en œuvre en 2008-2009 sera un élément clé pour soutenir l'embauche de personnel qualifié dans le but d'accroître le nombre d'inspections effectuées pour les matériels médicaux.

		millions de dollars	à 5 ab tantaom al	and singmon setter	settener seb loto!
292,5	767'2 567'2 567'2		8′97	0,792	7/17
9T3	en sillions de (en millions)	GT9	eb anoillim ne) dollars)	ETP	(en millions de dollars)
2010-2010			-2005	. 600Z	-8008
Mombre d'inspections des établissements de matériels médicaux effectuées chaque année				cycle d'inspection de OS ans d'ici mars S	
• Pourcentage des observations de non conformité par type de règlement				nformité accru de l'I le Règlement sur le	
ţu	cateurs de rendeme	ibul		résultats escomptés	J
					1

sinuon an suouuur o'/ an ilinuuuur al sunn suduuos sallau sallasal san inioi

résultat stratégique et de l'activité de programme pour les produits de santé. Ce programme clé réglemente les médicaments à usage humain en vertu de la Loi sur les aliments et drogues et son Règlement. Avant d'obtenir une autorisation de mise sur le marché, le fabricant doit présenter des données scientifiques étoffées sur l'innocuité, l'efficacité et la qualité du produit, comme l'exige le Règlement sur les aliments et drogues. Les médicaments réglementés comprennent les produits pharmaceutiques sur ordonnance et en vente libre, les désinfectants et les agents d'assainissement aux propriétés désinfectantes. Le programme clé permet désinfectants et les agents d'assainissement aux propriétés désinfectantes. Le programme clé permet également de fournir aux intervenants et au public des renseignements à jour, fondés sur des données probantes et faisant autorité afin de prendre des décisions éclairées et de faire des choix santé.

C'est dans le cadre de ce programme clé que nous réaliserons le travail lié à la modernisation du cadre de réglementation des produits pharmaceutiques et biologiques (homologation progressive), qui vise à traiter des nouveaux risques pour la santé associés aux médicaments à usage humain. Ce cadre modernisé soutiendra le résultat stratégique en favorisant l'accès rapide à des médicaments innovateurs et en minimisant les incidents négatifs connexes.

De plus, la contrefaçon des produits de santé est devenue un problème important dans de nombreux pays en développement et a été déterminée comme un enjeu nouveau dans de nombreux pays développés. Des incidents récents ont révélé la présence de produits de santé contrefaits dans la chaîne alimentaire canadienne. En 2008-2009, Santé Canada adoptera une stratégie anti-contrefaçon concernant les produits de santé qui se concentrera principalement sur la vérification de la conformité et l'enquête, la surveillance de la conformité et les analyses de laboratoire. L'approche présentera également les grandes lignes d'une fonction d'éducation pour Santé Canada, favorisera les partenariats et l'usage des nouvelles technologies. Dans le cadre de cette stratégie, nous élaborerons des outils et des règlements qui permettrant de traiter des risques que représentent les produits de santé contrefaits.

Depuis l'entrée en vigueur, en septembre 2001, du Titre 5 du Règlement sur les aliments et drogues intitulé « Drogues destinées aux essais cliniques sur des sujets humains »,, le nombre de vérifications de la conformité liées à des essais cliniques a légèrement augmenté. Toutefois, le Canada n'atteint pas l'objectif international comparable pour les inspections fixé, en fonction de pratiques exemplaires, à 2 % des sites. En 2008-2009, Santé Canada prévoit effectuer environ 80 inspections d'essais cliniques, ce qui respecte l'objectif-repère de 2 % des inspections d'essais cliniques effectuées chaque année.

stəffə zəl rus strapports suzər zəldəsirables	Recueillir plus d'information et une meilleure information sur l'innocuité des produits de santé qui sont sur le marché
Nombre d'inspections d'essais cliniques effectuées chaque année	• Respecter l'objectif-repère international de 2 % de toutes les inspections d'essais cliniques effectuées chaque année
Nombre et type de nouveaux outils et de nouveaux règlements élaborés (pour traiter des risques associés à la contrefaçon)	• Mise à jour de la stratégie anti-contrefaçon fondée sur des études scientifiques et la gestion ub risque
Mesure dans laquelle la législation, la réglementation et les nouvelles directives sont publiées dans la Gazette du Canada, partie II et mises en oeuvre	Amélioration de l'habilité de Santé Canada pour effectuer l'évaluation continue des médicaments pendant la durée du cycle de vie du produit
Indicateurs de rendement	Résultats escomptés
.99	% des iusbections a essais ciluidnes ettectnees cuadne auu

fournir aux consommateurs des informations sur les produits et rappeler les produits de santé dès qu'un problème de sécurité surgit; ainsi que pour obliger les fabricants à méaliser des études après la mise sur le marché et à communiquer les risques; en obtenant, de concert avec les provinces et les territoires, le pouvoir d'obliger les hôpitaux à signaler les réactions indésirables dangers puissent être déterminés plus dangers puissent être déterminés plus mesures correctives le plus rapidement pour guider la prise de mesures correctives le plus rapidement pour guider la prise de prossibles;

en portant les amendes à des niveaux comparables à ceux des autres pays industrialisés.

Ces mesures aideront Santé Canada à aborder certains des écarts de la réglementation. De plus, Santé Canada travaillera sur les prochaines étapes des initiatives du Plan, qui seront guidées par les recommandations formulées à la suite des consultations auprès des intervenants. De plus amples renseignements sur ce qui sera réalisé en amples renseignements sur ce qui sera réalisé en programmes clés ci-dessous.

des produits de santé: mieux protéger les Canadiens contre les dangers consommation, des mesures sont envisagées pour assurer la sécurité des produits alimentaires et de leur mise sur le marché. Dans le Plan d'action pour sont consacrés à l'évaluation de ces produits avant des risques. Aujourd'hui, la plupart de nos ettorts bientaits aux Canadiens, mais ils comportent aussi et les matériels médicaux procurent tous des produits du sang, les thérapies géniques, les fissus médicaments en vente libre, les vaccins, les indésirables. Les produits pharmaceutiques, les produits de santé novateurs, et de réduire les effets à la sécurité, de permettre l'accès opportun à des tenir compte des nouveaux risques liés à la santé et dernières décennies, il doit être modernisé afin de vigueur ait bien servi les Canadiens au cours des

- en adoptant une approche réglementaire, c'est-à-dire surveiller les produits comme les médicaments avant et après leur mise sur le marché, et recueillir des informations à leur sujet. Cette façon de faire permettrait l'intervention la plus rapide qui soit lorsque des risques pour la santé n'apparaissent qu'une fois qu'un produit est sur le marché;
- en obtenant de nouveaux pouvoirs pour ordonner les changements nécessaires à l'étiquetage des produits de santé afin de

Nombre et type de publications diffusées et utilisées par le public pour prendre des décisions éclairées	•	• Sensibilisation ou connaissances accrues concernant les enjeux liés aux produits de santé
Proportion des incidents ou enquêtes (par type) abordés ou réglés	•	
Opportunité et justesse des mesures réglementaires (rappels, mise en garde contre les dangers pour la santé) pour les produits de santé approuvés	•	• Meilleure réponse du système de réglementation aux risques pour la santé posés par des produits de santé
Indicateurs de rendement		Résultats escomptés

Programme et services clés - Produits pharmaceutiques à usage humain

Description:

Le Programme des produits pharmaceutiques à usage humain joue un rôle de premier plan à l'appui du

Activité de programme - Produits de santé

PTP	1122	2 038	1202	200 Z		
Dépenses nettes	8'977	9'981	l'#8l	6'081		
Dépenses brutes Moins : Revenus disponibles prévus	36'68 2'997	39,9 226,3	39,9	36,95		
(en be dollars)	noisivèr¶ səb səsnəqèb -\700\ 800\cdot\	Dépenses 2008- 2008-	Dépenses 2009- 2010	Dépenses 2010- 2011		
Dépenses prévues et équivalents temps plein (ETP)						

Remarques : L'augmentation des dépenses prévues de 2007-2008 à 2008-2009 est due en partie à un financement du budget opérationnel du Ministère reporté à un exercice ultérieur ainsi à une diminution au niveau du financement de la Stratégie d'accès aux produits thérapeutiques.

La diminution des dépenses prévues de 2008-2009 à 2009-2010 est principalement due à la fin de la réaction de Santé Canada face à crise de l'encéphalopathie spongiforme bovine (ESB). La diminution est particulièrement contrebalancée par l'augmentation du niveau de financement à la protection des Canadiens et à l'environnement des substances toxiques par l'entremise du Plan de gestion des produits chimiques.

Les chiffres de 2007-2008 ont été redressés dûs aux changements de l'architecture des activités du programme de 2008-2009.

Les chiffres comprennent un montant pour d'autres coûts d'infrastructure du Ministère et des régions en soutenant l'exécution des programmes.

de la santé tels que les médecins, les pharmaciens et les praticiens, comme les praticiens de médecine par les plantes médicinales, les naturopathes, les praticiens des médecines traditionnelles chinoises [MTC]) et au public afin de leur permettre de prendre des décisions éclairées et de faire des choix santé.

La vérificatrice générale a déterminé, dans son rapport de novembre 2006 ³, un certain nombre d'écarts concernant le système de la réglementation et a émis des doutes quant aux outils et aux ressources dont dispose Santé Canada pour assumer ses responsabilités réglementaires, protéger la santé des Canadiens et assurer leur sécurité

Bien que le système de la réglementation en

L'activité de programme relative aux produits de santé comprend une vaste gamme d'activités liées à la protection et à la promotion de la santé qui touchent la vie quotidienne des Canadiens.

Relevant de l'instance fédérale responsable de la réglementation des produits de santé, cette activité de programme permet d'évaluer et de surveiller l'innocuité, la qualité et l'efficacité des médicaments pologiques, des matériels médicaux et des produits biologiques, des matériels médicaux et des produits et drogues et son Règlement, ainsi que de la Loi sur le drogues et son Règlement, ainsi que de la Loi sur le ministère de la Santé.

L'activité de programme permet également de fournir des renseignements à jour, fondés sur des données probantes et faisant autorité aux principaux intervenants (incluant les professionnels

méthodes et la nutrition. allergènes alimentaires, la mise au point de aliments génétiquement modifiés, la détection des surveillance portant sur les toxines naturelles, les la salubrité des aliments ainsi que des projets de visant à mettre au point et à gérer la recherche sur Canada contribuent grandement à nos efforts laboratoires, les laboratoires régionaux de Santé santé. Dans le cadre du réseau national de antimicrobiens et à l'efficacité des produits de de santé naturels, à la résistance aux salubrité des aliments, à la nutrition, aux produits de mesures stratégiques relatives, entre autres, à la effets indésirables et de contribuer à l'élaboration collaboration, de participer à la surveillance des provinciaux et municipaux afin de favoriser la intervenants régionaux et les gouvernements bureaux régionaux travaillent de concert avec les vente et à la tabrication de produits de santé. Les d'enquêtes et d'inspections liées à l'importation, à la salubrité des aliments, de même que la réalisation

aux besoins de tous les Canadiens. Canada de veiller à ce que ses ettorts satistassent techniques. Nos partenariats permettent à Santé d'encourager l'échange de renseignements élargie en ce qui concerne la réglementation et renforcer et de promouvoir une collaboration des aliments et des produits de santé afin de gouvernements sur des questions liées à la sécurité d'autres organisations multilatérales et d'autres avec l'Organisation mondiale de la Santé (OMS), A l'échelle internationale, Santé Canada travaille

et aux aliments. résultat stratégique ayant trait aux produits de santé Les activités de programme suivantes appuient le

- Produits de santé
- Aliments et nutrition

opérationnels. connaissances conformes à nos besoins de la relève et des initiatives de transfert des mettrons en œuvre des stratégies de planification direction à l'échelle de l'organisation. Nous connaissances pour assurer la stabilité de la

Canadiens. ainsi que la sécurité des produits pour les amélioreront la qualité de la prise de décisions propositions législatives et réglementaires qui des produits, la programmation stratégique et les public afin d'obtenir des commentaires sur l'examen Ministère collaborera avec les intervenants et le l'innocuité des produits de consommation. Le des consultations stratégiques afin d'accroître Canada mènera des activités de sensibilisation et Dans le cadre du Plan de renouveau II, Santé système de réglementation des produits de santé. que la population garde confiance envers le transparence et la reddition de comptes, de sorte consommateurs et d'accroître l'ouverture, la dont le Ministère communique l'information aux la participation du public afin d'améliorer la façon d'information des consommateurs et la Politique sur Santé Canada mettra en œuvre sa stratégie

canadienne d'inspection des aliments (ACIA). publique du Canada (ASPC) et l'Agence Environnement Canada (EC), l'Agence de la santé Agriculture et Agroalimentaire Canada (AAC), notre travail consiste à collaborer directement avec santé et la sécurité des Canadiens. Une partie de technologie afin de promouvoir et de protéger la fédéraux du domaine des sciences et de la Canada travaille, notamment, avec des partenaires organisations du domaine de la santé. Santé gouvernements provinciaux et territoriaux, et des ministères fédéraux, des agences, des Santé Canada travaille en partenariat avec d'autres

risques associés aux produits de santé et de la de services clés, y compris la surveillance des à l'élaboration et à la prestation de programmes et Les bureaux régionaux de Santé Canada participent

Résultat stratégique : Accès à des produits de santé et à des aliments sûrs et efficaces et à des renseignements permettant de faire des choix santé

stratégique scientifique complet pour les produits de santé et les aliments. Ce plan comprend l'identification de nos travaux scientifiques actuels, les modifications apportées aux principales méthodes de production et d'analyse de données probantes et l'évolution de la science et de la produits relevant du mandat lié aux produits de santé et aux aliments. Le plan orientera nos travaux dy venir et favorisera l'établissement de partenariats à venir et favorisera l'établissement de partenariats acientifiques au sein du portefeuille de la Santé et avec la communauté, tant à l'échelle nationale qui internationale.

au communication. la participation, au partenariat, à la consultation et fondement à la planification, au investissement, à les défis de l'intrastructure et ils serviront de élaborer les stratégies et les cadres pour aborder de guider nos exigences d'investissement. On est à processus et les pratiques continueront également les outils réglementaires et analytiques, les monde qui nous entoure. Maintenir et moderniser compréhension de base de la nature physique du exemple, ajoute une nouvelle dimension à notre progrès scientifiques. La nanotechnologie, par opérationnelles en tonctions des besoins des années et qu'il faudra adapter nos pratiques scientifique au cours des trois à cinq prochaines exercées sur notre intrastructure opérationnelle et On s'attend à ce que d'importantes pressions soient

L'évaluation et la compréhension des besoins actuels et à venir des ressources humaines sont essentielles pour assurer le juste équilibre entre les compétences et l'expertise en vue de réaliser nos priorités. Pour continuer d'aller de l'avant, nous devrons relever les défis associés au besoin d'attirer et de maintenir en poste des travailleurs hautement et de maintenir en poste des travailleurs hautement et de maintenir en poste des travailleurs hautement compétitif axé sur la demande. De plus, la retraite éventuelle de 2 1 % de l'effectif de la Direction générale des produits de santé et des aliments au cours des cinq prochaines années nécessite le cours des cinq prochaines années nécessite le cours des cinq prochaines années nécessite le cours des richtes de la le transfert des perfectionnement professionnel et le transfert des perfectionnement professionnel et le transfert des

Dans le cadre de ce résultat stratégique, Santé Canada s'est engagé à promouvoir et à protéger l'état de santé et la sécurité des Canadiens en continuant de travailler à la réduction des risques que posent les produits de santé et les aliments pour la santé des Canadiens et en diffusant des renseignements afin que ces demiers puissent prendre des décisions éclairées et faire des choix santé.

que les coûts des programmes. fond, les indicateurs de rendement et les cibles ainsi Ministère, y compris ce qu'il faut pour les lignes de ub noitatnemelgèr de réglementation du ressources dont les programmes ont besoin pour déterminera le degré d'activités ainsi que les ressources et des programmes, Santé Canada aliments. Dans le cadre de l'examen détaillé des réglementation des produits de santé et des besoins de moderniser le système de décembre 2007. Le plan d'action tient compte des consommation 2 comme on la annoncé en assurer la sécurité des produits alimentaires et de renouveau II ' ainsi que dans le Plan d'action pour relief dans le cadre stratégique du Plan de résultat stratégique sont principalement mises en la réalisation des résultats dans le cadre de ce En 2008-2009, les activités clés qui contribueront à

L'expertise scientifiques et technique sont d'une importance essentielle pour les activités de ce résultat stratégique. Elles sont utilisées quotidiennement pour l'élaboration de politiques, l'évaluation de produits de santé et les aliments, les conformité et la surveillance nutritionnelle et des conformité et la surveillance nutritionnelle et des conformité et la surveillance nutritionnelle et des confaminants pour la recherche pour appuyer les dorigine alimentaire et la pharmacogénomique. Nous effectuons de la recherche pour appuyer les activités de réglementation et les autres activités de scientifiques, connexes qui contribuent à la prise de décisions fondées sur des données probantes en vue de protéger la santé et la sécurité des

Dans le cadre de nos nouvelles initiatives, nous procédons à l'élaboration du tout premier plan

de santé et de gouvernance mondiale impliquant IOMS. Nous élaborons un cadre qui fournira un ensemble commun de principes et de priorités pour les activités des ministères et des organismes du gouvernement du Canada et qui contribuera à une approche canadienne efficace et cohérente face à IOMS. Le cadre sera mis au point en 2008-2009 et sera ensuite mis en œuvre.

permettre l'apprentissage transnational. nouveaux enjeux de sécurité de la santé pour et à favoriser le dialogue et l'échange sur les menaces CBRN ainsi que de pandémie de grippe les mesures d'urgence et d'intervention en cas de 195M pour rentorcer les réseaux visant à améliorer Santé Canada collaborera avec les participants à rôle actit au sein de l'Initiative. En 2008-2009, technique. Santé Canada dirige l'ISSM et joue un européenne et l'OMS en tant que conseiller pays du G7, le Mexique, la Commission et organismes qui participent à l'Initiative sont les (CBRN) ainsi que de pandémie de grippe. Les pays chimiques, biologiques, radiologiques et nucléaires d'intervention en santé publique en cas de menaces rentorcer les mesures mondiales durgence et un partenariat international officieux visant à L'Initiative de sécurité sanitaire mondiale (ISSM) est

Santé Canada se concentrera sur trois principaux programmes ou activités pendant l'exercice 2008-2009 : la Stratégie pour les Amériques du gouvernement du Canada, l'élaboration d'un cadre de l'OMS et l'Initiative de sécurité sanitaire mondiale (ISSM).

l'hémisphère. maintenant la sécurité de la santé dans assurant un développement économique et en l'avancement de la bonne gouvernance, en partenaires de la région en contribuant à la santé par le gouvernement fédéral et ses par l'adoption d'une approche davantage axée sur pour la santé dans les Amériques. Cela se traduira technique canadienne pour améliorer les résultats de la santé; 3) promouvoir ou en utiliser l'expertise avec des pays clés en ce qui concerne la politique encourager les relations bilatérales et trilatérales avec d'autres institutions multilatérales; 2) permanente de l'OPS et accroître l'engagement taçon suivante : 1) soutenir la gouvernance Amériques du gouvernement du Canada de la Santé Canada contribuera à la Stratégie pour les

Nous collaborerons également à assurer une meilleure orientation stratégique sur des enjeux clés

Indicateurs de rendement	Résultats escomptés
Résultats à court terme de l'évaluation de programme	Amélioration de la base de connaissances et de la collaboration intersectorielle sur les enjeux de santé mondiale
Nombre de résolutions adoptées par des organismes multilatéraux Nombre de forums multilatéraux auxquels participe la DAI Nombre de délégations étrangères accueillies	Influence sur le programme de santé mondial au profit de la population canadienne
Conseils, documents et positions stratégiques	Politiques de la santé mondiale au profit de la

Nombre de règlements ou d'autres instruments créés pour appliquer la Loi sur la procréation assistée	•	• Prise en compte des risques de santé et de sécurité liés aux technologies de procréation assistée
Nombre de projets de règlements liés aux techniques de procréation assistée utilisant leurs propres gamètes publiés dans la Gazette du Canada, partie l	•	Mombre accru de règlements sur la procréation assistée pour protéger la santé, la dignité et les droits de la personne de la population canadienne qui utilisent les techniques de procréation assistée
Nombre d'intervenants du secteur de la procréation assistée et renseignements au sujet de leurs activités	•	Connaissance accrue de l'utilisation des techniques de procréation assistée au Canada
Participation des intervenants, du comité consultatif, des provinces et des territoires et consultations en ligne	٠	Consultations accrues des intervenants canadiens sur les techniques de procréation assistée
Indicateurs de rendement		Résultats escomptés

Activité de programme - Les affaires internationales de santé

Dépenses prévues et équivalents temps plein (ETP)

Remarques : Les chiffres comprennent un montant pour d'autres coûts d'infrastructure du Ministère et des									
. qT3	08	08	18	08					
Dépenses nettes	8'67	۷,82	4,82	2,82					
(snollob ab anoillim na)	noisivàn9 esb sesnaqèb -7002 8002	Dépenses 2008- 2009-	Dépenses 2009- 2010	Dépenses 2010- 2011					

régions en soutenant l'exécution des programmes.

panaméricaine de la Santé. mondiale de la Santé et l'Organisation externes en santé, notamment l'Organisation l'objet de consultations avec les partenaires clés mondiale, sont des initiatives essentielles faisant contre le VIH/sida et la protection de la santé cas de pandémie de grippe, les stratégies de lutte Les enjeux internationaux, comme les préparatifs en grandement la santé de la population canadienne. publique provenant d'autres pays touchent importante, étant donné que les risques de santé

internationale sur les enjeux de santé mondiale est international de santé. La collaboration valeurs du Canada au sein du programme dans le but de promouvoir les priorités et les politiques, les stratégies et les activités du Ministère Ministère pour amorcer, coordonner et surveiller les la politique de la santé sert de centre de liaison du plus en santé au monde. La Direction générale de afin que la population canadienne soit parmi les de leadership, de partenariats et de collaboration, travaille à l'échelle internationale, dans un contexte Pour remplir son mandat fédéral, Santé Canada

Activité de programme - La procréation assistée au Canada

1	(ETP)	niəlq (sqmət	équivalents	t9	prévues	səsuədə

Remarques : Les chiffres comprennent un montant pour d'autres coûts d'infrastructure du Ministère et des réaions en soutenant l'exécution des programmes.										
PTP	ÞΙ	13	13	13						
Dépenses nettes	7'7	۱٬۲	۲٬۲	٦'٦						
(en be de dollars)	Prévision sab dépenses 2007- 8002	Dépenses 2008- 2009-	Dépenses	Dépenses						

médicaux. Ces règlements feront l'objet d'une publication préalable dans la Gazette du Canada en 2008.

De plus, nous examinerons le Règlement sur le traitement et la distribution du sperme destiné à la reproduction assistée, adopté en vertu de la Loi sur les aliments et drogues, afin d'inclure ce règlement continuerons à élaborer des politiques réglementaires et de recueillir des renseignements des intervenants sur les questions suivantes: l'utilisation de gamètes d'un donneur (sperme, préimplantatoire, la recherche et la manipulation préimplantatoire, la recherche et la manipulation de mettre le nouveau règlement en l'intention de mettre le nouveau règlement en vigueur au cours des cinq prochaines années.

pour assurer une approche pancanadienne. l'information des intervenants, dont les provinces, assistée. Nous recueillons également de des objectifs énoncés dans la Loi sur la procréation milieu international de la PA, et qui tient compte souple qui ouvre la voie tant au pays que dans le pour but d'établir un régime de réglementation de sécurité. Les politiques et la réglementation ont services avec les tacteurs prédominants de santé et techniques et les besoins des fournisseurs de ces une tamille, les besoins des entants issus de ces des patients qui utilisent ces techniques pour tonder pour trouver des moyens de concilier les besoins devons faire constamment appel aux intervenants que la science de la PA évolue rapidement, nous des enfants issus des techniques de PA. Etant donné du secteur de la procréation assistée (PA) ainsi que population canadienne faisant appel aux services sécurité, la dignité et les droits de la personne de la laboratoire et en clinique) qui assurera la santé, la cadre d'autorisation et son règlement (en Santé Canada est responsable de l'élaboration du

Nous avons terminé les consultations publiques sur la première série d'initiatives réglementaires en vertu de la Loi sur la procréation assistée et nous rédigeons des règlements dans des domaines comme les autorisations, les exigences relatives aux activités en clinique et en laboratoire (p. ex. procédure de fécondation in vitro avec les propres procédure de fécondation in vitro avec les propres

787	0'291	238	8,081	539	9'181
9T3	snoillim nə) (snollob əb	GTP .	(en millions) de dollars	ETP	snoillim na) (en lob ab
110	2010-2011		2009-2010		2008-
	•		snos tə nibs lib	vort əb uəilim nu sr	durable dar danger.

Programme et services clés - L'information sur la santé

: noitqinoseQ

Dans le cadre de cette activité, Santé Canada fournit de la recherche, de l'analyse et de l'information en temps opportun au sujet des enjeux prioritaires de santé et de soins de santé afin de mieux faire connaître aux décideurs du secteur de la santé et au public les facteurs qui influent sur l'accessibilité, la qualité et la durabilité du système de soins de santé et au Canada et sur l'état de santé de la population. En 2008-2009, nous aborderons deux secteurs clés, dont la recherche des facteurs de coût des soins de santé et la recherche des effets attendus des changements climatiques sur la santé. Ces activités offriront une base de données probantes solides pour éclairer les décisions et les débats sur les politiques, le rendement et les programmes en soins de santé.

Nous favorisons également la collecte, l'accessibilité et l'utilisation des données nécessaires pour la recherche et l'analyse des politiques de la santé à un milieu de la recherche élargi tant au sein qu'à l'extérieur du

Indicateurs de rendement	Résultats escomptés	
• Détermination et collecte de renseignements pertinents et opportuns sur les enjeux prioritaires de santé et du système de soins de santé	Recherche et information liées aux priorités de santé et au système de soins de santé disponibles	•

≯ 8	0′06	1 8	0'06	48	l'06
gT9	(en millions de dollars)	qT3	(en millions) de dollars	gT3	eb enoillim ne) (enollob
2010-2011		2009-2010		5006	-8008

pharmaceutiques qui sont caractérisés par des efforts horizontaux, collectifs ou collaboratifs

Mesures prises en vue d'établir un instrument approprié pour mieux surveiller l'innocuité et l'efficacité des médicaments en situation réelle Engagement international accru mesuré par le nombre, le type et la qualité des réunions, des conférences et des dialogues internationaux.

Garanties sur les délais d'attente pour les patients

- Mesure dans laquelle les intervenants sont plus au courant des outils et des approches pour établir des GDAP
 Mesure dans laquelle il y a une meilleure collaboration et un meilleur transfert des
- territoires Changements dans le niveau de sensibilisation et de compréhension des différents gouvernements aux questions stratégiques et opérationnelles liées à l'établissement de GDAP

connaissances entre les provinces et les

Stratégie en matière de ressources humaines en santé

- Diffusion et évaluation de projets
 Nombre et type de réseaux collaboratifs de responsables des politiques, de chercheurs et d'autres intervenants
 Nombre et type de rapports de recherche, de bases de données, d'outils et de stratégies
- approches, de nouveaux modèles et de pratiques exemplaires Souplesse accrue des modèles de prestation des services de santé pour satisfaire aux besoins changeants de la population

Nombre de projets portant sur de nouvelles

fédéral de la Santé
Travail préliminaire en vue d'améliorer la production, l'évaluation et la diffusion de preuves de l'innocuité et de l'efficacité des médicaments après leur mise sur le marché internationales pour tirer parti des ressources et des connaissances pour renforcer la capacité d'optimiser la politique nationale sur capacité d'optimiser la politique nationale sur les produits pharmaceutiques

Garanties sur les délais d'attente pour les patients (GDAP)

- Détermination des enjeux stratégiques et opérationnels associés à la mise en œuvre des garanties
- Echange et adoption de pratiques
 exemplaires

 Nombre d'accords de collaboration entre les
- tournisseurs de soins de santé

 Amélioration des cheminements cliniques

 pour les patients
- Détermination des protocoles d'accès

Stratégie en matière de ressources humaines en santé

- Amélioration de la capacité des compétences de planifier et d'optimiser le niveau des effectifs, la répartition des fournisseurs de soins de santé en fonction du système et des modèles de prestation de services et des besoins de la population en santé Amélioration de la capacité des compétences de collaborer étroitement avec les employeurs et le système d'éducation de développer les et le système d'éducation de développer les pablières et les compétences pour fournir des services de haute qualité et sans danger, de travailler dans des contextes novateurs et de travailler dans des contextes novateurs et de travailler dans des contextes novateurs et de
- réagir face à l'évolution du système de soins de santé et des besoins de la population. Amélioration de la capacité des compétences de se doter d'un assortiment adéquat de professionnels de la santé et de les répartir selon des modèles qui mettent à contribution selon des modèles qui mettent à contribution toutes leurs habiletés.
- Amélioration de la capacité des compétences de recruter et de maintenir en poste un effectif

Programme et services clés - Le renouvellement du système de santé

Description:

responsabilisation du système de soins de santé envers les Canadiens. l'assortiment de professionnels de la santé, à réformer les soins de santé primaires et à rentorcer la notamment à améliorer l'accès à des soins de santé de qualité, à augmenter l'effectit et à améliorer concernant les questions liées au renouvellement du système de soins de santé en général, qui consiste meilleur accès à des services de soins de santé de qualité. Nous tournissons un leadership stratégique renouvellement des soins de santé qui profitent à l'ensemble de la population canadienne grâce à un Dans le cadre de ce programme, Santé Canada aide à façonner les politiques et les programmes liés au

gouvernements PT les cas échéant. l'utilisation des produits pharmaceutiques dans le système de soins de santé, en collaborant avec les Canada fera avancer les initiatives fédérales et continuera de favoriser l'amélioration de la gestion et de provinces et des territoires pour une meilleure gestion des produits pharmaceutiques. En 2008-2009, Santé (PT), nous collaborons à faire avancer les politiques et les mécanismes du gouvernement fédéral, des adéquat des produits pharmaceutiques dans les soins de santé. Avec les partenaires provinciaux et territoriaux sécurité, l'efficacité et la posologie appropriée et son utilisation ainsi que le coût des médicaments et le rôle répercussions stratégiques clés quant à l'accès, l'abordabilité et l'équité des produits pharmaceutiques; la Dans le domaine de la gestion des produits pharmaceutiques, nous déterminons les enjeux, tendances et

pédiatrique. prénataux dans certaines communautés des Premières nations et un sur les temps d'attente pour la chirurgie projets pilotes tédéraux de GDAP en cours. Trois de ces projets abordent les soins aux diabétiques et les soins résultats pour les patients grâce à l'innovation et aux pratiques exemplaires d'ici 2010. Il existe aussi quatre provinces et territoires à l'essai, au perfectionnement et à l'établissement de GDAP et facilitér les meilleurs (CDAP), notamment un fonds de 30 millions de dollars pour des projets pilotes liés aux GDAP pour aider les Santé Canada continuera d'aider à la mise en œuvre des Garanties sur les délais d'attente pour les patients

la sécurité et le maintien en poste d'une main-d'œuvre stable et optimale en santé au Canada et à soutenir le Dans le cadre de la Stratégie en matière de ressources humaines en santé (RHS), nous nous concentrons sur

http://www.hc-sc.gc.ca/hcs-sss/hhr-rhs/strateg/index_f.html
concertée des RHS. Pour de plus amples renseignements sur la Stratégie, consultez le site suivant :
ressources humaines en santé pour 2008-2013, en fonction du Plan d'action du Cadre de planification
territoires en vue d'élaborer des objectifs prioritaires pour la Stratégie pancanadienne en matière de
renouvellement des soins de santé en général. Santé Canada collabore étroitement avec les provinces e

ndicateurs de rendement

Gestion des produits pharmaceutiques

- bya.wacentidnes collaboratives FPT de gestion des produits Etendue et efficacité des activités
- leur remboursement médicaments à inclure dans la couverture et à publics d'assurance-médicaments quant aux améliorer la prise de décision des régimes Détermination des pratiques exemplaires pour
- et de programme quant aux produits Nombre de secteurs et d'activités de politique

Gestion des produits pharmaceutiques

FPT commun renforcé d'évaluation des pharmaceutiques, y compris un programme de la politique de gestion des produits établir et actualiser des approches partagées Collaborațion continue avec les PT pour

Résultats escomptés

pharmaceutiques dans tout le porteteuille programmes en ce qui concerne les produits politiques, des conseils et de l'exécution des Meilleure intégration de l'analyse des médicaments

Les chiffres comprennent un montant pour d'autres coûts d'infrastructure du Ministère et des régions en soutenant l'exécution des programmes.

des services essentiels et assurer la conformité des principes de la Loi canadienne sur la santé, en mettant au point de l'information sur la santé et des mesures de l'état de santé à l'intention de la population canadienne et en satisfaisant aux besoins de certains groupes en ce qui concerne la santé et l'accès aux services de santé, y compris les santé et les communautés de langue officielle en situation minoritaire. Dans le cadre de cette activité de programme, nous fournissons des conseils stratégiques concernant les enjeux de soins de santé comme l'amélioration de l'accès, de la qualité et de l'intégration des services de soins de santé afin de mieux satisfaire aux besoins de la population canadienne en santé, où qu'ils vivent et indépendamment de leur situation qu'ils vivent et indépendamment de leur situation dux principes d'abordabilité, de durabilité et d'équité à long terme, et en étroite collaboration avec les provinces et les territoires, les autres intervenants principaux et les citoyens, les autres intervenants principaux et les citoyens.

L'atteinte de cet objectif se réalise en investissant et en renouvelant dans le système de santé. Ceci comprend : collaborer avec les provinces et les territoires afin de réduire les délais d'attente pour

l'état de santé de la population canadienne

Indicateurs de rendement		Késultats escomptés	
Des rapports et des analyses sur des questions comme la réduction délais d'attente, la slantification des ressources humaines en santé et la prestation de soins de longue durée, de soins palliatifs et de soins continus sont utilisés pour améliorer le système de santé	•	ub tə noitication de la blanisication et du rendement ub système de santé	•
Activités de participation des gouvernements et des intervenants (p. ex. réunions, ateliers, conférences, projets de programmes et de politiques)	•	Capacité accrue des gouvernements et des intervenants pour soutenir la planification du système de santé	•
Publication d'information qui accroît la sensibilisation et la compréhension des facteurs qui touchent sur l'accessibilité, la qualité et la durabilité du système de soins de santé au Canada et sur l'état de santé de la	•	Sensibilisation et compréhension des décideurs du secteur de la santé et du public en ce qui concerne les facteurs qui touchent sur l'accessibilité, la qualité et la durabilité du système de soins de santé au Canada et sur	•

population canadienne

pesoins de santé de la population canadienne Résultat stratégique : Système de santé accessible et durable qui répond aux

l'information et à l'innovation.

soutenir un système de santé durable au Canada. politiques pour réagir à ces changements et pour exigences du système de santé, nous élaborons des l'évolution et l'augmentation constantes des accessibilité, son efficience et son efficacité. Devant santé canadien financé par l'Etat, c'est-à-dire son promotion des principaux attributs du système de durabilité suppose disponibilité, le maintien et la Canada. Pour la population canadienne, la au système de santé au système de santé au savoir et partisan de la transparence, nous aidons à partenaire, facilitateur, innovateur, courtier du En tant qu'agent de réglementation, tiduciaire,

de santé de la population canadienne »: santé accessible et durable qui répond aux besoins soutenir le résultat stratégique intitulé « Système de Les activités de programme suivantes aident à

- Système de santé au Canada
- Attaires internationales de santé Procréation assistée au Canada
- assurer l'accès à des soins de santé de qualité et à canadienne contre les risques pour la santé, à leur de taçon à continuer de protéger la population que dans la société, l'industrie et l'environnement, changements dans le secteur technologique ainsi taciliter l'adaptation du système de santé tace aux population canadienne. Nous visons également à priorités de soins de santé et de santé de toute la de connaissances partagées pour aborder les nationale et l'établissement d'une bon tondement est de promouvoir la coordination à l'échelle du portefeuille fédéral de la Santé. Notre objectif de Santé Canada ainsi que les organismes au sein recherche, les directions générales des programmes organismes professionnels, les organismes de ministères provinciaux et territoriaux de la Santé, les résultats de santé au Canada, y compris les gouvernementales travaillent à améliorer les organisations gouvernementales et non de la population canadienne. De nombreuses transectorielles, qui ont des effets sur l'état de santé efficaces à une gamme de priorités, nouvelles et tentons de formuler des réponses stratégiques Dans le cadre de cette activité de programme, nous

obtenir des avantages de santé positits grâce à

Activité de programme - Le système de santé au Canada

ETP ETP	91 <i>t</i>	914	717	717
Dépenses nettes	2,272,2	ε'90ε	6'708	7,192
(en millions de dollars)	noisivèr¶ səb səsnəqèb -7002 8002	Dépenses 2008- 2008-	Dépenses	S011 brévues Dépenses
Dépenses prévues et équivalents temps plein (ETP)				

principalement due à la fin des tonds accordés pour des projets pilotes liés aux Garanties sur les délais les délais d'attente pour les patients. La diminution des dépenses prévues de 2009-2010 à 2010-2011 est augmentation du niveau de financement afin d'établir les fonds pour des projets pilotes liés aux Garanties sur tait de reporter du tinancement pour la Stratégie canadienne de lutte contre le cancer ainsi qu'à une Remarques : L'augmentation des dépenses prévues de 2007-2008 à 2008-2009 est principalement due au

d'attente pour les patients.



ANALYSE DES ACTIVITÉS DE PROGRAMME PAR RÉSULTAT STRATÉGIQUE

Santé Canada intégrera de plus en plus la planification des ressources humaines à ses processus administratifs en vue d'atteindre engagement est souligné dans la réponse du Ministère au renouvellement de la fonction publique. L'intégration de la planification stratégique, des activités et des ressources humaines liera les possibilités, les risques et les priorités en ressources humaines diera les possibilités, les risques et les objectifs des activités opérationnelles lesquelles, à leur tour, proviennent des résultats stratégiques du leur tour, proviennent des résultats stratégiques du

vérification indépendant a été mis sur pied, dont la majorité des membres ne font pas partie de la fonction publique. La gouvernance des activités de Santé Canada sera consolidée lorsque le comité deviendra entièrement fonctionnel au cours de l'année à venir.

DÉVELOPPEMENT DURABLE

à la Section 3 (p. 87) du présent rapport. durable du Canada, veuillez consulter le Tableau 2 renseignements sur la Stratégie de développement déterminants de la santé. Pour de plus amples tiennent compte des éléments sociaux comme les et des programmes, à l'échelle du gouvernement, s'assurer que les efforts d'intégration des politiques également avec d'autres ministères fédéraux afin de Pendant cette période, Santé Canada collaborera des collectivités, et l'écologisation des opérations. salubrité des aliments, le développement durable dans des secteurs, comme l'eau propre, l'air pur, la contribueront à l'atteinte des résultats stratégiques Canada. Les cibles de la SDD IV du Ministère Ministère est le centre d'intérêt des activités de Santé ub (VI QQ2) VI eldbrub finemengolevèb eb eigétratégie Pour la période 2007-2010, la mise en oeuvre de la

amorcera la mise en oeuvre pour s'assurer que ses installations sont conformes à ses procédés administratifs et recenser des possibilités de partenariats avec d'autres ministères fédéraux, provinciaux et territoriaux de même que des instervenants du secteur privé. Il s'agira tout d'abord d'évaluer les installations existantes et de recenser celles qui doivent être remises en état. De même, nous élaborerons et amorcerons l'exécution d'une stratégie des locaux à long terme, pour faire en sorient également conformes à ses procédés soient également conformes à ses procédés administratifs. Les deux stratégies se fonderont sur le cadre de gestion des biens immobiliers auquel le le cadre de gestion des biens immobiliers auquel le le cadre de gestion des biens immobiliers auquel le

décembre 2007, un nouveau comité ministériel de dans la culture de gestion du Ministère. En niveaux de gestion et d'intégrer les attentes du CRG responsabilisation de gestion (CRG) à tous les continuerons d'appliquer le cadre de gestion financiers à l'Ecole. De plus, nous faisabilité du Ministère à offrir des services de l'Ecole de la fonctions publique du Canada à la est également, à l'heure actuelle, à examiner avec gestion et du contrôle des finances. Santé Canada dans les domaines de la gestion de projet, de la d'amélioration de la gestion au besoin, y compris poursuivrons aussi la mise en œuvre d'initiatives services informatiques répartis à TPSGC. Nous de déménager nos services de courriel et d'autres réseau. Nous examinerons également la possibilité l'harmonisation opérationnelle des services de gouvernementaux Canada (TPSGC), y compris soutien de la TI à Travaux publics et Services d'une partie de nos services de dépannage et de services partagés, par suite du transfert récent 11. Nous continuerons de participer à l'initiative des avec une concentration axée sur une approche de améliorer l'efficacité de la prestation des services transformation d'autres services internes destinés à partenaires du porteteuille de la Santé à la Entin, Santé Canada collaborera avec les

Priorité n° 3 : Travailler avec d'autres pour accroître l'efficience et l'efficacité du système de soins de santé financé par l'État (en cours)

Liens aux résultats stratégiques :

Résultat stratégique n° 1 - Un système de santé accessible et durable qui répond aux besoins de santé de la population canadienne.

Résultat stratégique n° 4 - De meilleurs résultats en matière de santé et réduction des inégalités entre l'état de santé des premières nations et des lnuits et celui des autres Canadiens.

des soins de qualité appropriés en temps opportun. Ceci comprend des efforts en vue d'améliorer la prestation des soins de santé dans les communautés des Premières nations et des ainsi que l'intégration des programmes et des services de santé pour mieux satisfaire à leurs besoins. Il est essentiel que le ministère renforce l'efficience et l'efficacité du système de soins de santé financé par l'État pour s'assurer qu'il satisfait aux besoins de tous les Canadiens. Santé Canada collaborera étroitement avec les gouvernements des provinces et des territoires, de même qu'avec les organismes de santé et d'autres groupes d'intervenants pour examiner des façons nouvelles et novatrices d'améliorer la durabilité et la souplesse du système d'améliorer la durabilité et la souplesse du système de santé pour que les Canadiens aient un accès à de santé pour que les Canadiens aient un accès à

Priorité n° 4 : Renforcer la responsabilisation devant le Parlement et le public (en cours)

Liens aux résultats stratégiques :

Résultat stratégique n° 1 - Un système de santé accessible et durable qui répond aux besoins de santé de la population canadienne.

Résultat stratégique $n^\circ \, \Delta$ - Accès à des produits de santé et à des aliments sûrs et efficaces et à des renseignements permettant de faire des choix santé.

Résultat stratégique n° 3 - Réduction des risques pour la santé et pour l'environnement causés par des substances et des produits réglementés, et milieux de vie et de travail plus sains.

Résultat stratégique n° 4 - De meilleurs résultats en matière de santé et réduction des inégalités entre l'état de santé et celui des autres Canadiens.

défis, qui sont attribuables en partie aux pénuries de main-d'œuvre dans des domaines spécialisés et au marché en constante évolution, compliquent la tôche du Ministère qui doit être au fait des tendances et des connaissances dans ces domaines et s'assurer de la pertinence des lois et des règlements connexes. Nous continuerons de mettre en œuvre des méthodes innovatrices quant aux services des ressources humaines, y compris des stratégies de recrutement et de maintien ciblées ainsi que diverses méthodes destinées à améliorer la qualité de vie au travail comme la formation continue, le perfectionnement professionnel et les horaires variables.

De plus, Santé Canada élaborera une stratégie à long terme concernant les laboratoires et en

Santé Canada poursuivra ses efforts à améliorer la responsabilisation devant le Parlement et le public, à renforcer la transparence du processus décisionnel et à améliorer la communication auprès des Canadiens. Santé Canada reconnaît le besoin de mesures de rendement adéquates pour évaluer son travail et en rendre compte aux Canadiens.

NOS PRIORITĖS OPĖRATIONNELLES

Santé Canada continuera de transformer ses services de ressources humaines afin d'aborder les défis en cours dûs au recrutement et au maintien en poste de personnel qualifié, particulièrement dans les domaines des sciences et de la technologie. Ces

d'initiatives et de stratégies destinés aux communautés des Premières nations et des Inuits qui visent à améliorer les résultats pour la santé dans trois domaines précis : les enfants et les jeunes, les maladies chroniques (comme le diabète) et la prévention des blessures ainsi que la santé et la psévention des blessures ainsi que la santé

exemple, Santé Canada travaillera à taire augmenter le nombre de personnes qui cessent de fumer et à élaborer des lignes directrices nationales sur l'alcool pour soutenir une consommation modérée et sensée de l'alcool.

Santé Canada collaborera avec ses partenaires atin de diminuer l'écart sur l'état de santé qui existe entre les Autochtones et la population non autochtone. Nous y travaillerons au moyen de la mise en œuvre continue de programmes de santé,

Priorité n° 2 : Réduire les risques pour la santé de la population canadienne (en cours)

Liens aux résultats stratégiques :

Résultat stratégique n° ì Un système de santé accessible et durable qui répond aux besoins de santé de la population canadienne.

Résultat stratégique n° Accès à des produits de santé et à des aliments sûrs et efficaces et à des renseignements permettant de faire des choix santé.

Résultat stratégique n° 3 Réduction des risques pour la santé et pour l'environnement causés par des substances et des produits réglementés, et milieux de vie et de travail plus sains.

Résultat stratégique n° 4 De meilleurs résultats en matière de santé et réduction des inégalités ente l'état de santé des Premières nations et des Inuits et celui des autres Canadiens.

à l'intention des consommoteurs et de conseils destinés aux industries.

Santé Canada travaillera'à définir, évaluer et gérer les risques sur la santé des facteurs environnementaux, comme les polluants atmosphériques et les produits chimiques. Nous mettrons également œuvre une nouvelle politique en ce qui concerne la qualité de l'eau potable dans les communautés des Premières nations, en vue de leur assurer un accès à une eau potable sans danger.

À l'étape de la planification, Santé Canada collaborera avec ses partenaires internationaux pour renforcer les réactions à d'éventuelles menaces mondiales pour la santé afin de réduire les risques pour la santé des Canadiens.

Comme il a été mis en relief dans le discours du Trône de 2007 et le plan d'action pour assurer la sécurité des produits alimentaires et de consommation annoncé en décembre 2007, Santé des aliments et des produits pour veiller à ce que les familles aient confiance en la qualité et la sécurité de ce qu'elles achètent. Nous moderniserons notre système pour mieux informer et protéger les Canadiens par l'adoption d'une réglementation fédérale plus rigoureuse quant aux réglementation fédérale plus rigoureuse quant aux afin de prévenir les problèmes au lieu de santé simplement y réagir. Nous assurerons également la diffusion d'une aimplement y réagir. Nous assurerons également la diffusion d'une meilleure information sur la sécurité diffusion d'une meilleure information sur la sécurité diffusion d'une meilleure information sur la sécurité

PRIORITÉS DU MINISTÈRE

Étant donné son environnement opérationnel et ses principaux secteurs d'intèrêt pour la période de planification, Santé Canada a établi quatre priorités du Ministère afin de guider ses réactions aux défis et aux possibilités quant à la santé des Canadiens engagements du gouvernement du Canada et engagements du gouvernement du Canada et résultats escomptés pour les Canadiens, qui sont expliqués à la section II.

Les quatre priorités du Ministère:

- l. Aider à améliorer l'état de santé de la population canadienne.
- Réduire les risques pour la santé de la population canadienne.
- 3. Travailler avec d'autres pour accroître l'efficience et l'efficacité du système de soins de santé financé par l'État.
- 4. Renforcer la responsabilisation devant le Parlement et le public.

monde, les maladies infectieuses éventuelles peuvent être à nos portes en quelques heures seulement. Des maladies connues telles que la tuberculose réapparaissent ou continuent de se propager dans les pays en développement. La prévention, l'état de préparation et la réaction aux maladies infectieuses demeureront une nécessité clé pour préserver l'état de santé des Canadiens.

Possibilités et risques pour la santé des Canadiens de la cadence rapide du développement technologique

De nouvelles technologies redéfinissent tous les secteurs, et le domaine médical s'apprête à tirer d'importants avantages de l'application de la biotechnologie dans le traitement et le diagnostic. De nouvelles technologies réussissent également à pénétrer les marchés de consommation et posent ainsi de nouveaux risques éventuels pour les consommateurs et remettent en question les d'énergie de remplacement et les nouveaux dénergie de remplacement et les nouveaux dénergie de remplacement et les nouveaux d'énergie de remplacement et les nouveaux populaires à l'échelle mondiale, bien que leurs impacts sur la santé et l'environnement ne soient impacts sur la santé et l'environnement ne soient pas toujours pris en considération.

Priorité nº 1 : Aider à améliorer l'état de santé de la population canadienne (en cours)

Liens aux résultats stratégiques :

- Résultat stratégique n° 1 Un système de santé accessible et durable qui répond aux besoins de santé de la population canadienne.
- Résultat stratégique n° 2 Accès à des produits de santé et à des aliments sûrs et efficaces et à des renseignements permettant de faire des choix santé.
- Résultat stratégique n° 3 Réduction des risques pour la santé et pour l'environnement causés par des auns.
- Résultat stratégique n° 4 De meilleurs résultats en matière de santé et réduction des inégalités entre l'état de santé des Premières nations et des Inuits et celui des autres Canadiens.

de meilleurs résultats pour les patients ayant besoin de services de santé.

Nous poursuivrons également un certain nombre d'initiatives destinées à réduire et à prévenir la consommation de tabac, et à combattre la consommation abusive d'alcool et de drogues. Par Pour affeindre l'objectif du gouvernement du Canada qui consiste à avoir une population en santé, Santé Canada collaborera avec les provinces, les territoires et d'autres partenaires pour améliorer le rendement du système de santé et les résultats pour la santé. Par exemple, on s'attend à tirer des leçons des projets pilotes des garanties sur les délais d'attente pour les patients qui faciliterant les délais d'attente pour les patients qui faciliterant

la sensibilisation des Canadiens pour qu'ils puissent faire des choix éclairés quant à la réduction des risques posés pour leur propre santé, mieux comprendre l'action des contaminants sur la population canadienne ainsi qu'établir un fondement scientifique qui répondra aux questions quant au lien entre l'exposition aux contaminants et du maladie).

Changements démographiques et santé des populations vulnérables au Canada – Jeunes, aînés, Premières nations et Inuits

demeure intérieur à celui des autres Canadiens. Canada vivent plus longtemps, leur état de santé uniques. Par exemple, alors que les Autochtones du ces populations tont tace à des détis de santé défis supplémentaires demeurent étant donné que rapidement que l'ensemble de la population. Des est plus jeune et augmente deux tois plus économiques (OCDE). La population autochtone l'Organisation de coopération et de développement une moyenne supérieure à celle prévue par seront des aînés (plus de 65 ans), ce qui constitue Canada. D'ici 2050, plus du tiers des Canadiens ettets négatits sur la plus jeune génération du plusieurs experts à croire que ceci peut avoir des les comportements de santé risqués mènent La croissance des taux d'obésité chez les entants et

Capacité et efficacité du système de soins de santé

La durabilité du système de soins de santé universel financé par l'État canadien est d'une grande importance pour les Canadiens. Les tendances démographiques révèlent que la population vieillissante du Canada pourrait avoir de grandes répercussions sur le système de soins de santé. Afin d'en assurer sa durabilité, il faudra examiner des façons de satisfaire à la demande croissante en soins de santé et de renforcer les activités de soins de la santé et de prévention.

Menaces en évolution sur la santé des maladies infectieuses, nouvelles et celles qui réapparaissent

En raison du déplacement rapide des personnes et des produits de consommation de partout dans le

devient plus difficile étant donné que nous faisons face à plusieurs enjeux fondamentaux au Canada, notamment les changements démographiques et les perturbations que subit notre système de soins de santé. Il existe plusieurs thèmes clés qui domineront probablement le contexte stratégique complexe de Santé Canada pendant la présente période de planification et celles qui suivront.

Sécurité des produits de consommation et des produits de santé, et salubrité des aliments

de l'industrie et du gouvernement. d'information et ont des attentes élevées à l'égard consommateurs disposent de plus de sources taire preuve d'innovation pour survivre. Les joueurs importants. Les entreprises doivent donc nouvelles et en développement sont maintenant des fournisseurs non traditionnels des économies importés et ceux qui sont fabriqués au Canada. Les pays, brouillant ainsi les frontières entre les produits les chaînes d'approvisionnement sur de multiples continue de s'accroître. La mondialisation a étendu nombre de produits et de producteurs est vaste et de la santé et de la sécurité des Canadiens. Le relief les lacunes en ce qui concerne la protection produits de santé et de consommation mettent en Les récents événements liés aux aliments, aux

Santé et environnement

constituent pour la santé humaine (p. ex. favoriser risques que les contaminants environnementaux lacunes dans la compréhension et la réduction des gestion des produits chimiques, il persiste des assainir l'environnement, p. ex. par le Plan de gouvernement du Canada a pris des mesures pour contaminants environnementaux. Alors que le tace aux problèmes de santé liés à l'exposition aux rurales et éloignées) sont particulièrement à risque certaines populations (enfants et populations chez les entants. De plus, nous avons identifié que cardiovasculaires et des troubles du développement respiratoires, de même qu'à des maladies les cancers, l'asthme et d'autres maladies est liée à un éventail de problèmes de santé, dont L'exposition à des contaminants environnementaux constituent des risques pour la santé humaine. cocktail de contaminants environnementaux qui Tous les jours, les Canadiens sont exposés à un

L 10.0 17.11	8,240 2	2 209,6	0′9917	Programmes communautaires communautaires renforcés; meilleure protection de la santé; soins de santé primaires améliorés; accès à des services de santé non assurés contribuant à assurés contribuant à des membres, des familles et des communautés des et des communautés des et des communautés des	Activité de programme : Programme : Programmes liés à la santé des à la santé des et des lnuits
Priorités nos				m nə stotluzər sruəlliəm əC: 4 °n ruə stotluzər sruəlliəm əC: 4 °n ruoiton sənéimər9 səb ətnas əb ti	
	£'19	Z'l9	S'09	• Tendances à la baisse quent au degré de risque que posent les produits de lutte antiparasitaire réglementés • Gensibilisation accrue quant au intervenants quant aux risques et confiance dans les confiance dans les activités réglementaires	Activité de programme : Réglementation des pesticides
	Z'8†l	ક'ાકા	6'751	Diminution de la consommation de l'abus de drogues, d'alcool et d'autres substances	Activité de programme : Consommation et abus de substances
6 eudintno bioriq bl suivante	2010- 2010-	-8005 2009-	-800S 2009	Résultats escomptés	eb snoillim ne) dollars)
	sə	épenses prévu	Pa		

Remarques : Les chiffres comprennent des montants pour d'autres coûts d'infrastructure du Ministère et des régions en soutenant l'exécution des programmes.

Santé Canada doit répondre à un environnement opérationnel en constante évolution, qui devient de plus en plus complexe en raison de l'évolution rapide de la technologie ainsi que des communautés et des marchés de plus en plus reliés entre eux à l'échelle mondiale. La protection de la santé des Canadiens face à ces changements

9. Plans et priorités du ministère

NOTRE ENVIRONNEMENT OPÉRATIONNEL

			,		
	37.72	l'tE	8'48	Péponse opportune du système aux système aux fonctionnaires ayant des problèmes psychosociaux d'une protection internationale et les sont protégés, durant des visites et des événements, travail et d'autres risques au pour leur état de santé et leur sécurité et leur sécurité.	Acivité de programme : Santé en milieu de travail
	9'97	9'†7	Z'+Z	Baisse des tendances des niveaux de risque, des réactions indésirables, des cas de maladie et des blessures attribuables aux produits, aux substances ou aux cosmétiques dispositifs émetlant des réglements Conformité aux lois et aux réglements Conformité aux lois et aux connaissent bien et sont au courant des risques eu courant des risques ou aux cosmétiques que l'exposition aux ou aux cosmétiques dangereux, et aux dus forces indispositifs émetlant des risques aux cosmétiques dangereux, et aux cosmétiques dispositifs émetlant des radiations, posent pour la santé radiations, posent pour la santé radiations, posent pour la santé santé santé	Activité de programme : Produits de consommation
Contribue à la priorité suivante	-0102 2010-	2009-	5005 5008	Résultats escomptés	(en millions de dollars)
	sə	épenses prévu	Pa	1	

	9'221	6'621	<i>†</i> ′59[Réaction opportune du système de réglementation aux risques pour la santé, nouveaux ou émergents, reliés aux substances chimiques toxiques et à l'environnement Détermination, évaluation et gestion des risques pour la santé, nouveaux ou et gestion des risques pour et gestion des risques pour la santé, nouveaux ou cubstances chimiques substances chimiques toxiques connaissent bien et sont connaissent bien et sont santé environnementale santé environnementale santé environnementale santé environnementale santé environnementale santé environnementale	Activité de programme: Hygiène de l'environnement durable
son sètinoin¶ ↓ te S , [og seupsir seb notzubè8 : 6° n ances et des produits réglement	
	0'94	€'9∠	6'11	connaissances accrues concernant les enjeux liés aux produits de santé Réduction de l'exposition aux micro-organismes authogènes d'origine contaminants de l'environnement d'origine l'environnement d'origine agrochimique et aux agrochimique et aux contaminants de l'environnement d'origine l'environnement d'origine contaminants de agrochimique et aux agrochimique et aux contaminants agrochimique et aux agrochimiques agrochi	Activité de programme : Aliments et nutrition
Contribue à la priorité suivante	2011	2010 2009-	5008 2008	Résultats escomptés Sensibilisation ou	(en millions de dollars (
	-				

	6′081	L'†8L	s′98l	• Meilleure réponse du système de réglementation aux risques pour la santé posés par des produits de santé	Activité de programme : Produits de santé
Priorités nos ↑ 19 ∑ , [t efficaces et	ə srûs etnəmili ×		os eb stiuborg eeb ó sécce. s xiodo eeb eript eb trattemreg et I	
	Z'8Z	√8°√4	۲٬8۲	Amélioration de la base de connaissances et de la collaboration intersectorielle sur les enieux de santé mondiale lufluence sur le mondial au profit de la population canadienne Politiques de la santé mondiale au profit de la	Activité de programme : Internationales de santé
	۱٬۲	ı'z	۱٬۲	intervenants canadiens des intervenants canadiens sur intervenants canadiens sur les fechniques de procréation assistée de procréation des techniques de procréation des techniques de procréation assistée au Canada Mombre accru de réglements sur la procréation assistée pour protéger la santé, la dignité et les de procréation des les deuits de la personne de de procréation canadienne de procréation assistée de santé et de risques de santé et de santé liés aux sécurité liés aux securité liés aux assistée	Activité de programme : La procréation assistée
Contribue à la priorité suivante	2010-	2010 2009-	-800S 2009	Résultats escomptés	(en millions de dollars)
	\$ 0	épenses prévu	Pa		

PRIORITÉS DU MINISTÈRE

En cours	4. Renforcer la responsabilisation devant le Parlement et le public
En cours	3. Travailler avec d'autres pour accroître l'efficience et l'efficacité du système de soins de santé financé par l'État
En cours	2. Réduire les risques pour la santé de la population canadienne
En cours	1. Aider à améliorer l'état de santé de la population canadienne
βdγŢ	moM

ACTIVITÉS DE PROGRAMME PAR RÉSULTAT STRATÉGIQUE

				Sensibilisation et		
				de santé Sensibilisation et	•	
				la planification du système		
				gouvernements et des intervenants pour soutenir		
				Capacité accrue des		
				santé		santé au Canada
				rendement du système de		Le système de
	8'167	6′708	٤'90٤	Amélioration de la ub tə noitiorafion de la		Activité de programme :
		0 100	6 / 0 6	- - - - - - - - - -	_	1, 31, 11, A
	0 100					
Priorités nos			ssible et durak	on canadienne de santé acce on canadienne		Résultat stratégique aqoq al əb ətnas əb
			ssible et durak			
etinoriq bl etinovius son setinoriq	2011	0102 bnoqən ivp əlc	2009 ssible et durab	. Un système de santé acce		dollars) Résultat stratégique
eon sètinoin9	suiosəd xup	bnoqèr iup əld				Propigátants stratégique

Équivalents temps plein (4)	871 6	9016	1716	1968
Total des dépenses pour le ministère	3,888.5	3 279,7	3 342,1	8,2818
gracieux (3)				
Plus : Coût des services reçus à titre	9'86	6'86	٤′٢6	9'86
Moins : Revenus non disponibles	6′8	6'8	6′8	6′8
Total des dépenses prévues (2)	3 253,9	3 195,3	3 256,7	<i>L'</i>
Total des rajustements	525,6	9'7	l'†l	⊅ ′∠€
(en millions de dollars)	səb noisivər9 səsnəqəb 8002-7002	Dépenses prévues 2008-2009	S009-S010 brévnes Dépenses	Dépenses prévues

1) Les ajustements correspondent aux crédits des budgets supplémentaires des dépenses pour 2007-2008 et aux approbations pour les exercices à venir qui n'apparaissent pas au budget principal des dépenses de 2008-2009.

You'r la section 2 pour l'explication par activité de programme des fluctuations d'une année à l'autre.

3) Comprend les services reçus à titre gracieux suivants : locaux fournis (Travaux publics et Services gouvernementaux Canada); contributions de l'employeur aux primes du régime d'assurance des employés et dépenses payées (Secrétariat du Conseil du Trésar); indemnisation des accidentés du travail (Ressources humaines et Développement des compétences Canada); services juridiques (ministère de la Justice Canada).

4) Les équivalents temps plein correspondent aux ressources humaines utilisées par le Ministère dans la prestation de ses programmes et de ses services. Ce nombre est obtenu au moyen d'un calcul qui tient compte des employés à plein temps, des employés nommés pour une période déterminée et des employés occasionnels, et d'autres facteurs comme le partage d'emploi.

8. Renseignements sommaires

Ressources financières (en millions de dollars)

2'290 8	3 7997	3 1 6 2 3
2010-2011	2009-2010	2008-2009

Ressources humaines

L96 8	1416	9016
2010-2011	2009-2010	2008-2009

Dépenses	Dépenses prévues	Dépenses prévues 2008-2009	Prévision des sesnedèb 8002-7002	(saplob eb anoillim ne)
			S'0-	Transfert au ministère des Affaires indiennes et du Mord canadien – Fonds pour les modifications des accords de transfert financier relatifs à l'autonomie Yukon
			9'0-	Transfert à I'Agence de la santé publique du Canada – Fonds pour ajuster l'allocation de ressources après le transfert du contrôle et de la supervision de la Direction générale de la santé de la santé de la santé publique
			9′0-	Transfert au ministère de la Justice Canada – Fonds pour mettre en œuvre le Plan d'action sur la prévention et du Plan d'action sur le traitement de la Stratégie nationale antidrogue, qui sont axés sur des initiatives en motière d'éducation, de commercialisation et de traitement (poste horizontal)
			6' <i>L</i> Þ-	səldinoqzib rəznəqəb əb noitozirotuA : znioM
				: stnəmətzujar səntuA
			€′₽9	Report du budget de fonctionnement (poste horizontal)
			9'91	Conventions collectives
			l'l	Mise en œuvre de la Politique sur la vérification interne (crédit 10 du CT)
0'1	0'7	0'7		Budget 1999 de l'Institut de recherche en biotechnologie pour l'Initiative en génomique
0′97				Remplir des obligations non exécutées en vertu de la Loi canadienne sur la protection de l'environnement (1999)
t'8	l'8			Indiens de Terre-Neuve – Reconnaître une bande sans terre et assurer l'inscription Alndiens à Terre-Meuve
	0'Z	9'0		Fonds pour les Jeux olympiques d'hiver – y compris les opérations pour les Jeux

Dépenses prévues 2010-2011	S009-2010 Prévues	Dépenses prévues 2008-2009	Prévision des sesnedèb 8002-7002	(en millions de dollors)
			ľ°O	Fonds pour renforcer la fonction de réglementation d'organisme central du Secrétariat du Conseil du Trésor et établir un centre d'expertise en réglementation (poste
			l'O	Transfert de Patrimoine canadien – Pour le développement des communautés minoritaires de langue officielle (Partenariat interministériel avec les communautés de langue officielle) (poste horizontal)
			l'0-	Transfert à l'Agence de la santé publique du Canada - Fonds pour appuyer l'étude sur les soins infirmiers communautaires de la Fondation canadienne de la recherche sur les services de santé
			l'0-	Transfert à l'Agence de gestion des ressources humaines de la fonction publique du Canada – Fonds pour appuyer la communauté nationale des gestionnaires
			L'O-	Transfert à Environnement Canada – Fonds pour l'évaluation des incidences sanitaires et économiques de la pollution de l'air dans l'ensemble du Canada
			Z′0-	Transfert aux Instituts de recherche en santé du Canada – Fonds pour appuyer la recherche sur la prévention du suicide chez les jeunes autochtones
			€′0-	Transfert au ministère des Affaires étrangères et du Commerce international – Fonds pour la prestation de soutien au personnel du Ministère déployé à l'étranger
			€′0-	Transfert aux Instituts de recherche en santé du Canada – Fonds pour le financement et le soutien des subventions et des prix dans le contexte du concours ouvert de subventions

brévues	Dépense	S008-S009	Prévision des dépenses 2002-2008	(en millions de dollars) Fonds pour l'amélioration des activités l'amélioration des activités la la de la la la la réduite la
				d'application de la loi qui visent à réduire la disponibilité et la demande des drogues illicites dans le contexte de la Stratégie nationale antidrogue (poste horizontal)
			8′0	Transfert du ministère de la Défense nationale – Pour la participation à l'Initiative de recherche et de technologie chimique, biologique, radiologique et nucléaire
			۷′0	Fonds pour entreprendre des projets liés au développement et à l'application de la biotechnologie (Stratégie canadienne en matière de biotechnologie) (poste horizontal)
			9′0	Fonds pour l'évaluation, la gestion et l'assainissement des sites contaminés fédéraux (poste horizontal)
			9'0	Fonds pour l'assainissement des étangs de goudron à Sydney et des sites des fours à coke situés dans le bassin hydrologique du ruisseau Muggah
			† ′0	Financement d'activités essentielles à la poursuite de la mise en œuvre de la Loi sur la modernisation de la fonction publique (poste horizontal)
			<i>t</i> ′0	Fonds à l'appui de la Loi fédérale sur la responsabilité en vue de l'évaluation quinquennale de tous les programmes courants de subventions et de contributions (poste horizontal)
			٤'٥	Transfert de l'Agence de la santé publique du Canada – Pour appuyer la bibliothèque de la santé publique qui offre des services documentaires des services documentaires à l'appui des activités de recherche et de réglementation dans le contexte du Réseau des bibliothèques scientifiques
			Z'O	Fonds pour la tenue du XIIe Sommet de la francophonie à Québec en 2008 (poste horizontal

Dépenses prévues 2010-2011	Dépenses Prévues	Dépenses prévues 2008-2009	Prépairon des sesnagèb 8002-7002	(en millions de dollars)
			6'97	Uparties pressions liées à l'intégrité du Programme sur les produits de santé naturels et du Programme de santé des fonctionnaires tèdéraux
			9'01	Fonds pour la mise en œuvre du Plan d'action sur la prévention et du Plan d'action sur le traitement de la Stratégie nationale antidrogue, qui sont axés sur des initiatives en matière d'éducation, de commercialisation et de traitement (poste horizontal)
			S'Z	Fonds pour le Programme de soutien en santé pour la résolution des questions des pensionnats indiens, composante de l'Accord de règlement des revendications fondées sur les traitements subis dans les pensionnats indiens
			· 6′9	Fonds pour la phase II des mesures de Santé Canada concernant l'encéphalopathie spongiforme bovine (ESB) dans le domaine de l'évaluation des risques et de la recherche ciblée
			9 ′9	Contribution à l'établissement de la Commission de la santé mentale du Canada
			l'S	Fonds pour les programmes de publicité du gouvernement (poste horizontal)
			8'8	Fonds pour la mise en œuvre de mesures de lutte antiparasitaire aux fins de l'évaluation et de l'homologation de nouveaux pesticides à faible risque et pour accroître le recours à des évaluations des risques fondées sur des éléments probants
			9'7	Fonds à l'appui de la mise en œuvre d'un fonds de projets pilotes de garanties sur les délais d'attente pour les patients afin d'offrir un
				système de soins de santé accessible qui répond aux besoins des Canadiens

7. Dépenses prévues et équivalents temps plein

(srollob əb snoillim n	Prévision des dépenses 2007-2008	Dépenses prévues 2008-2009	Dépenses prévues	Dépenses prévues 2010-2011
s système de santé au Canada	225,3	ε'90ε	304,9	Z'16Z
a procréation assistée au Canada	۱٬۲	۱٬۵	۱′۲	۱٬۲
es affaires internationales de santé	8′87	۷′8۲	¢′8Z	۲,82
oduits de santé	7,525	222,4	8'617	917
noitirtun tə stnəmi	9'77	٤′6۷	9'	7'77
eldorub fnemennorivnelle	6'Z†l	8'991	l'181	6'291
onsommation	0'77	9'₹7	۲۶۲)	8'77
liavart əb uəilim nə ətra	t'8t	8,84	8'97	€'97
onsommation et abus de substances	0'781	6'791	9'191	0'871
iglementation des pesticides	l'09	<i>t</i> √∠9	l '89	Z'89
egrammes liés á la santé des Premières stiunl eab ta snoite	6'9717	5,161 2	8′907 7	2 039,1
épenses budgétaires du budget principal des spenses (brut)	9′∠60 ε	£,092 £	3,212,2	6′660 E
oins : Revenus disponibles	٤′69	9'69	9'69	9'69
otal du budget principal des dépenses	3 028,3	3 190,7	3.242,6	ε'0ε0 ε
(1) : stn9m9tsujt				
: səsnəqəb səb əriatnəməlqqus təgbu				
à sammarquer des programmes à appui de la prestation de services de santé ax populations autochtones et inuites	8'⊅∠			
tribution de fonds à l'Institut canadien information sur la santé par l'entremisede	8'99			

l'initiative d'information sur la santé

6. Crédits votés et législatifs inscrits dans le budget principal des dépenses

(en millions de dollars)

3 028,3	2,091 &	Total pour le ministère	
8'111	6'011	Contributions aux régimes d'avantages sociaux des employés	. (٦)
l'O	ť°0	Ministre de la Santé - Traitement et allocation pour automobile	(٦)
1 225,9	l'898 l	Subventions et contributions	Ol
0 .	0'09	Dépenses en capital	. 9
0'1691	9'199 1	Dépenses de fonctionnement	l
Budget principal des dépenses 2007-2008	Budget principal des dépenses 2008-2009	Libellé tronqué pour le crédit voté ou législatif	uo àtov tibàrD Italzigàl

Les différences entre le Budget principal des dépenses de 2008-2009 et le Budget principal des dépenses de 2007-2008 sont dues aux diverses augmentations et diminutions des niveaux de référence, dont certaines augmentations importantes sont attribuables aux facteurs suivants : l'Institut canadien d'information sur la santé, la Stratégie nationale antidrogue, la Commission de la santé mentale du Canada, la mise en oeuvre d'un fonds pour des projets pilotes liés aux Garanties sur les délais d'attente pour les patients, et la croissance annuelle de l'enveloppe budgétaire des Autochtones.

5. Concordance de l'architecture des activités des programmes (AAP)

Total	Santé des Premières nations et des Inuits	Règlement sur les produits antiparasitaires	Santé environnementale et sécurité des consommateurs	Produits de santé et aliments	Politique, planification et information en santé	(en millions de dollars)	
306,3					306,3	Le système de santé au Canada	
2,1					2,1	La procréation assistée au Canada	
28,7					28,7	Les affaires interna- tionales de santé	
186,5				186,5		Produits de santé	
77,9				77,9		Aliments et nutrition	2008 - 09
165,4			165,4			Hygiène de l'environne- ment durable	09
24,2			24,2			Produits de consomma- tion	
34,8			34,8			Santé en milieu de travail	
152,9			152,9			Consom- mation et abus de substances	
60,5		60,5				Réglemen- tation des pesticides	
2 156,0	2 156,0					Programmes liés à la santé des Premières nations et des Inuits	
3 195,3	2 156,0	60,5	377,3	264,4	337,1	Total	

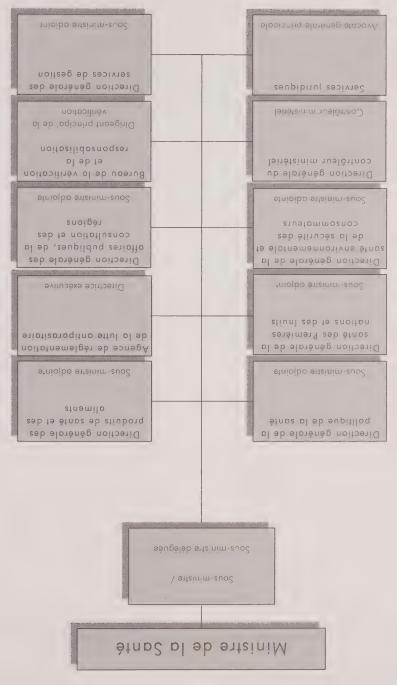
Remarque : Ces montants représentent les rajustements des dépenses prévues au Budget principal des dépenses.

Rapports au Parlement	Santé Canada rend compte au Parlement par l'entremise du ministre de la Santé
Activités de programme	Le système de santé au Canada Les affaires internationales de santé Produits de santé Produits de santé Aliments et nutrition Hygiène de l'environnement durable Produits de consommation Santé en milieu de travail Consommation et abus de substances Réglementation des pesticides Programmes liés à la santé des Premières nations et des Inuits

APERÇU DE SANTÉ CANADA

Lois mises en application	Loi canadienne sur la santé Loi réglementant certaines drogues et autres substances Loi sur l'indemnisation assistée Loi sur les dispositifs émettant des radiations Loi sur les dispositifs émettant des radiations Loi sur les produits antiparasitaires
Loi habilitante	Loi sur le ministère de la Santé
Résultats du gouvernement du Canada directement soutenus	Des Canadiens en santé Un monde sécuritaire et sécurisé grâce à la coopération internationale Un environnement propre et sain
Résultats stratégiques	 Un système de santé accessible et durable qui répond aux besoins de santé de la population canadienne. Accès à des produits de santé et à des aliments sûrs et efficaces et à des renseignements permettant de faire des choix santé. Réduction des risques pour la santé et pour l'environnement causés par des substances et des produits réglementés, et milieux de vie et de travail plus sains. De meilleurs résultats en matière de santé et réduction des inégalités entre l'état de santé des Premières nations et des inégalités entre l'état de santé des Premières nations et des l'inégalités entre l'état de santé des Premières nations et des linits et celui des autres Canadiens.
noisiV	Améliorer la vie de tous les Canadiens et faire du Canada l'un des pays où les gens sont le plus en santé au monde, comme en témoignent la longévité, les habitudes de vie et l'utilisation efficace du système de soins de santé financé par l'État
noissiM	Aider les Canadiens et les Canadiennes à maintenir et à améliorer leur état de santé
Type d'organisme	Ministère fédéral, financé par le Parlement

ORGANIGRAMME DE SANTÉ CANADA



nationale, à proximité des communautés et des clients, ce qui permet de concevoir et d'offrir plus facilement des programmes et des services sensibles aux questions, aux priorités et aux besoins locaux des diverses régions du Canada.

STRUCTURE ORGANISATIONNELLE DE SANTÉ CANADA.

Santé Canada compte environ 8 700 équivalents temps plein parhout au Canada. Près du tiers travaillent à l'extérieur de la région de la capitale

partout au pays. l'administration centrale et divers laboratoires scientifiques au Ministère sont répartis entre sur les politiques et la réglementation. Les mettre la science au service de la prise de décisions consacrent à la R-D, et le reste, aux ASC (p. ex., membres du personnel scientifique, dont le quart se 2006-2007, Santé Canada comptait 2 900 scientifiques en exécution de son mandat. En R-D dont le Ministère a besoin pour traiter des détis scientifiques mènent les DSA est les activités de naturelles et de la vie et les sciences sociales. Ces gamme de domaines, y compris les sciences sur les travaux de scientifiques appartenant à une et de la R-D de Santé Canada, le Ministère compte DZA səb sətilidasnoqsər səb əətnoq al əb noziar n3

réduire les risques pour la santé. politiques par les intervenants dans le but de prise de décisions judicieuse et l'élaboration de climatiques posent pour la santé; ils tavorisent la la pollution de l'air et de l'eau et les changements environnementaux comme les substances toxiques, recherche sur les menaces que des tacteurs surveillance; ils surveillent et effectuent de la l'évaluation des risques, la gestion du risque et la de l'environnement, par la recherche, l'évaluation, des choix éclairés pour la protection de la santé et des secteurs public et privé afin qu'ils puissent faire travailleurs des soins de santé et aux intervenants des connaissances à la population canadienne, aux des programmes et services efficaces; ils fournissent solides recherches en politiques et mettent au point activités scientifiques de pointe, effectuent de éventail de fonctions essentielles, ils mènent des · Les scientifiques du Ministère remplissent un large

Santé Canada travaille à renforcer et à améliorer davantage ses activités scientifiques. Par exemple, le Ministère s'emploie à élaborer une stratégie de 5-7 qui renforcera le rôle de la 5-7 au sein du Ministère, permettra de répondre aux besoins actuels et futurs des Canadiens, positionnera stratégiquement les activités de 5-7 de Santé Canada par rapport aux activités qui se font à l'échelle du gouvernement et permettra au à l'échelle du gouvernement et permettra au à l'échelle du gouvernement et permettra au priorités scientifiques pour les cinq à dix prochaines années.

programmes aux communautés dotées de la capacité locale de les exécuter.

- Les organisations de santé nationales Ces dernières années, le contexte institutionnel en santé a évolué en raison de l'établissement de nouvelles organisations en vue de faire progresser les principales priorités en santé, ce qui a habituellement impliqué le partage de la gouvernance entre le gouvernement fédéral et les provinces et territoires.
- Les organisations scientifiques Aux échelons national et international, elles vont des universités, des instituts et des réseaux de recherche universitaire à des organisations spécialisées telles que l'Organisation mondiale de la Santé.
- Les intervenants Des groupes de lindustrie aux organismes de bienfaisance dans le domaine de la santé aux défenseurs des politiques publiques en passant par des professionnels de la santé tels que les médecins et le personnel infirmier, une vaste gamme d'intervenants gravitent autour du Ministère. Le ministre et les fonctionnaires du Ministère. Le ministre et consacreront une partie de leur temps aux relations avec les intervenants car ils sont une source d'idées, de conseils, de critiques, de soutien, d'information et de critiques, de soutien d'information et de revendication de mesures concrètes.

SANTÉ CANADA - MINISTÈRE À VOCATION SCIENTIFIQUE

Pour s'acquitter de sa mission, Santé Canada a besoin de solides activités scientifiques et de recherche. En 2006-2007, le Ministère a dépensé 33.1 millions de dollars en science et technologie (S-T), dont 63 millions de dollars en recherche et développement (R-D) et 268 millions de dollars dans des activités scientifiques connexes (ASC). Des 33.1 millions de dollars dépensés pour la 5-T, 307 millions ont servi à des activités internes et 24 millions ont servi à des activités des activités à l'extérieur de 5anté Canada.

dans les communautés des Inuits; couverture des services de santé non assurés sans égard au lieu de résidence; prestation de services de soins primaires dans les communautés éloignées et isolées où les services provinciaux ne sont pas faciles d'accès).

Fournisseur de renseignements par la production et le partage de connaissances et de données sur lesquelles reposent la prise de décisions personnelles, la réglementation et les normes ainsi que l'innovation en santé.

SANTÉ CANADA - PARTENAIRE D'UNE COMMUNAUTÉ D'INTERVENANTS RELIÉS ENTRE EUX

La responsabilité de la promotion, de la protection et de l'amélioration de l'état de santé des Canadiens ne relève pas uniquement d'un ordre de gouvernement en particulier, des professionnels de la santé ou des Canadiens eux-mêmes. Elle repose sur une communauté d'intervenants de collaboration reliés entre eux qui contribuent tous à l'atteinte de ce but. Outre ses partenaires du portefeuille de la Santé, Santé Canada fait souvent appel à la collaboration de beaucoup d'autres appel à la collaboration de beaucoup d'autres appele à la collaboration de beaucoup d'autres appende de collaboration de beaucoup d'autres appendes et organismes, notamment les suivants.

- Les provinces et les territoires qui assument la responsabilité première de l'administration et de la prestation des soins de santé et qui participent à leur façon à la protection et à la promotion de la santé. L'établissement de relations solides avec nos homologues des provinces et des territoires est un facteur essentiel à la réalisation de notre mandat.
- Les organisations autochtones aux échelons national, régional et local. Pour établir des priorités, fournir des programmes et des services efficacement, il est nécessaire de collaborer avec ces organisations de plusieurs façons, qui vont de l'élaboration d'une politique générale à la transmission de la responsabilité des

À PROPOS DE SANTÉ CANADA

Santé Canada s'acquitte de sa mission par le soutien d'activités de préservation du système de soins de santé du Canada; d'amélioration et de protection de l'état de santé des Canadiens et de diffusion de l'état de sant la promotion de la santé, la prévention de la santé, intention par l'entremise de ses rôles et responsabilités suivants.

- Chef de file et partenaire grâce à l'application de la Loi canadienne sur la santé, qui traduit les principes nationaux garantissant un système de soins de santé universel, équitable et financé par l'État, ainsi qu'à la collaboration avec les partenaires provinciaux et territoriaux et les partenaires provinciaux et territoriaux et les pratenaires sur les initiatives de réforme.
- Bailleur de fonds grâce au soutien stratégique du Transfert canadien en matière de santé du gouvernement fédéral aux provinces et aux territoires, au transfert de fonds aux organisations et aux communautés des Premières nations et des l'units destinés à la prestation de services de santé communautaires ainsi qu'au versement de subventions et de contributions à divers organismes qui aident Santé Canada à atteindre ses objectifs.
- Gardien et organisme de réglementation de par son application des lois et sa réglementation sur les médicaments et les matériels médicaux, les produits adimentaires et de consommation, les pesticides, les produits chimiques, la sécurité nucléaire et radiologique, les drogues illicites et par l'utilisation de données scientifiques pour évaluer les risques pour la santé des Canadiens et mettre en place des mécanismes de mettre en place des mécanismes de réduction de ces risques.
- Fournisseur de services par la prestation de services de santé aux Premières nations et aux Inuits (programmes de santé publique et communautaire dans les réserves et

Rapport sur les plans et les priorités de 2008-2009 - Santé Canada

Le Rapport sur les plans et les priorités est le principal document de planification et d'établissement des priorités de Santé Canada. Ce document décrit brièvement les travaux du Ministère, les défis internes externes auxquels il fait face et les résultats escomptés qu'il fournira aux Canadiens au cours des trois prochaînes années. Il résume également les dépenses prèvues ainsi que les activités de mesure du prochaînes.

APERÇU DU PORTEFEUILLE DE LA SANTÉ

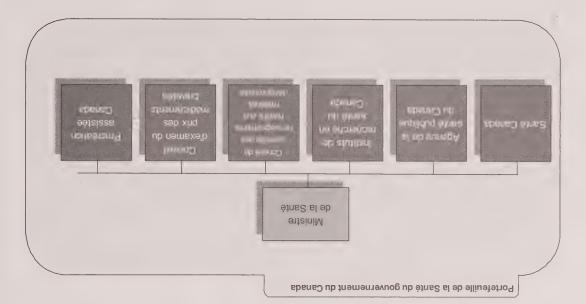
Le ministre de la Santé, qui englobe Santé portefeuille de la Santé, qui englobe Santé Canada, l'Agence de la santé publique du Canada, les Instituts de recherche en santé du Canada, le matières dangereuses, le Conseil d'examen du prix des médicaments brevetés et Procréation assistée Canada. Chaque organisme membre du Canada. Chaque organisme membre du et les priorités.

Le porteteuille de la Santé regroupe environ 12 000 équivalents temps plein et dispose d'un budget annuel de plus de 3,8 milliards de dollars. Santé Canada assure un leadership et une coordination stratégiques au sein des organismes du Portefeuille afin de garantir la cohérence des démarches pour atteindre les priorités en santé.

3. Raison d'être

Créé en 1996 par la Loi sur le ministère de la Santé, Santé Canada est le ministère fédéral responsable d'aider la population canadienne à maintenir et à améliorer son état de santé. Le Ministère s'est engagé à améliorer la vie de tous les Canadiens et à faire du Canada l'un des pays où les gens sont le plus en santé au monde, comme en témoignent la longévité, les habitudes de vie et l'utilisation efficace du système financé par l'État de soins de santé.

4. Renseignements sur le ministère



2. Déclaration de la direction

Je soumets, aux fins de dépôt au Parlement, le Rapport sur les plans et les priorités 2008-2009 de Santé.

Le présent document a été préparé conformément aux principes de présentation des rapports énoncés dans le Guide de préparation de la Partie III du Budget des dépenses 2008-2009 : rapports sur les plans et les priorités et rapports ministèriels sur le rendement :

- Il est conforme aux exigences précises d'établissement de rapports figurant dans les lignes directrices
- du Secrétariat du Conseil du Trésor du Canada.

 Il repose sur les résultats stratégiques et les activités de programme du ministère qui ont été approuvés par le Conseil du Trésor.
- Il présente une information cohérente, complète, équilibrée et fiable.
- Il fournit une base pour la reddition de comptes à l'égard des résultats obtenus avec les
- ressources et les autorisations qui lui sont confiées.

 Il rend compte de la situation financière en fonction des chiffres des dépenses prévues approuvées provenant du Secrétariat du Conseil du Trésor du Canada.

Morris Rosenberg

Sous-ministre de la Santé

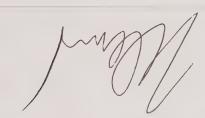
base de toutes les décisions et les mesures du base de toutes les décisions et les mesures du Ministère. Par conséquent, Santé Canada élabore une stratégie des sciences et de la technologie (S-T) qui renforcera le rôle des S-T au sein du Ministère, positionnera les efforts en S-T de Santé Canada à soutenir les activités à l'échelle du gouvernement, et permettra au l'échelle du gouvernement, et permettra au priorités scientifiques sur les cinq à dix priorités scientifiques sur les cinq à dix

Le présent rapport est axé sur l'avenir et réagit aux besoins des Canadiens en santé. Santé Canada est toujours déterminé à protéger l'état de santé et la sécurité des Canadiens.

> élaborerons la capacité à soutenir la prestation des services de santé par les communautés des Premières nations et des Inuits.

> Cette période de planification comprendra également des efforts continus pour informer et protéger les familles canadiennes contre le danger des substances réglementées et illicites. Nous travaillerons à réduire la prévalence du tabagisme chez les jeunes Canadiens et à mettre en œuvre la Stratégie nationale antidrogue afin de réduire à la fois autidrogue afin de réduire à la fois substances illicites, pour la protection de nos communautés et dans l'intérêt de la santé personnelle

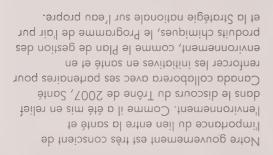
Dans nos efforts à atteindre des résultats pour les Canadiens dans tous les Canadiens dans les Canadiens dans les Canadiens dans les considers de la consider de la considera del considera del considera del co



Tony Clement Ministre de la Santé et ministre de l'initiative fédérale du développement économique dans le Nord de l'Ontario

1. Message du ministre

préoccupations. L'un des engagements énoncés dans le discours du Trône de 2007 était l'adoption de mesures pour la salubrité des aliments et la sécurité des produits afin que les familles puissent avoir confiance en la qualité et la sécurité des biens qu'elles achètent. Voilà pourquoi ce gouvernement a achètent. Voilà pourquoi ce gouvernement a assurer la sécurité des produits alimentaires et de consommation, ensemble complet de nouvelles mesures proposées pour augmenter la sécurité des Canadiens par l'entremise de lois fédérales et de règlements concernant les lois fédérales et de règlements concernant les aliments, les produits de santé et les produits de consommation.



Dans un même ordre d'idée, notre améme ordre d'idée, notre améliorer une eau potable propre dans les communautés autochtones. Nous travaillerons également à l'amélioration des résultats de santé des Premières nations et des Inuits en continuant d'élaborer les toutes premières patiente sur les délais d'attente pour les patients de services de santé à financement fédéral dans les communautés des Premières nations. Nous collaborerons à l'amélioration de la santé en général de la population des de la santé en général de la population des de la santé en général de la population des de la santé en général des la des lauris, soutiendrons la disponibilité des programmes et services de disponibilité en santé ainsi que l'accès à ceux-ci, et qualité en santé ainsi que l'accès à ceux-ci, et

Je suis très heureux de vous présenter le Rapport sur les plans et les priorités de 2008 - 2009 de Santé Canada. Le Ministère s'est engagé à faire du Canada l'un des pays où les gens sont le plus en santé au monde.



La santé demeure une priorité importante pour le gouvernement du Canada. À titre de ministre de la Santé, je me réjouis de voir que le rapport s'appuie sur les progrès réalisés en 2007. Au cours de la dernière période de planification, nous avons poursuivi notre engagement d'établir des garanties sur les angagement d'établir des garanties sur les provinces et les trois territoires ont convenu d'établir des garanties d'ici 2010 grâce à un appui financier du gouvernement fédéral de plus de 600 millions de dollars. Au cours de la plus de 600 millions de dollars. Au cours de la période à venir, nous soutiendrons les provinces et les territoires dans la réalisation de leurs objectifs.

En 2007, nous avons aussi créé la Commission de la santé mentale du Canada. Ce gouvernement a engagé 55 millions de dollars sur cinq ans, somme qui permettra à la Commission de servir de tribune nationale en santé mentale et en maladie mentale. En 2008-2009, le gouvernement du Canada soutiendra la Commission dans l'établissement d'une approche nationale dont on a besoin pour améliorer la qualité de vie des Canadiens et leurs familles touchées par la maladie et leurs familles touchées par la maladie

Les Canadiens nous ont dit qu'ils sont préoccupés par la salubrité des aliments et la sécurité des produits qu'ils achètent et qu'ils utilisent, et notre gouvernement partage ces



APERÇU DE 2008 - 2009





66	Conseils scientifiques Gestion de la science Promotion de la science
86	Gestion de la science
86	Conseils scientifiques
86	Programme pour l'avancement des sciences
76	Extension des services et information Collaboration avec des partenaires régionaux
96	Extension des services et information
96	anginàs sah atunaà'i é sanina2
96	Opérations régionales de Santé Canada - Un aperçu
	Section 4 : Autres su ets d'intèrèt
/8	Tableau 2 : Stratégie de développement durable
	Tableau 1 : Lien du ministère avec les résultats du gouvernement du Canada
	Section 3 * Renseignements supplementaires
	a sufficient and a supplemental
48	Sites Internet des programmes et services offerts aux Premières nations et aux Inuits
18	stirut we to analyze assistant and Brand and Brand and Standard and st
10	Programme et services clés : Gouvernance et soutien de l'infrastructure du système de santé des Premières
I8	stiunt set te smarter to antitre to antitre to antitre to a sold section of a contract to a section of a contract to a contract
10	Programme et services clés : Services de santé non assurés (prestations supplémentaires) pour les Premières
Uo	Programme et services clés : Premières nations et lnuits - Soins de santé primaires.

<u></u>	De meilleurs résultats en matière de santé et réduction des inégalités entre l'état de santé des Premières Canadiens Activité de programme - Programme liés à la santé des Premières nations et des Inuits Programme et services clés : Programmes communautaires pour les Premières nations et les Inuits Programme et services clés : Premières nations et Inuits - Santé publique et protection de la santé
ZZ	Activité de programme - Réglementation sur les pesticides. Programme et services clés : Évaluation des produits plus anciens. Programme et services clés : Réévaluation des produits plus anciens
69 ·····	Activité de programme et sonsommation et abus de substances. Programme et services clés : Alcool Programme et services clés : Substances contrôlées. Programme et services clés : Substances contrôlées.
29 ····· 29 ·····	Activité de programme - Santé en milieu de travail Programme et services clés : Santé des fonctionnaires fédéraux Programme et services clés : Système d'information sur les matières dangereuses utilisées au travail (SIMDUT) Programme et services clés : Service de dosimétrie
£9 ····	Activité de programme - Produits de consommation Programme et services clés : Sécurité des produits de consommation
09 ···· 69 ····	Réduction des risques pour la santé et pour l'environnement causés par des substances et des produits réglementés, et milieux de vie et de travail plus sains Activité de programme et services clés : Qualité de l'air Programme et services clés : Qualité de l'eau Programme et services clés : Gestion des produits chimiques Programme et services clés : Gestion des produits chimiques Programme et services clés : Planification d'urgence
09 13	Activité de programme - Alimentation et nutrition Programme et services clés : Pathogènes d'origine alimentaire Programme et services clés : Contaminants chimiques d'origine alimentaire Programme et services clés : Autrition Programme et services clés : Nutrition Programme et services clés : Nutrition
97	Accès à des produits de santé et à des aliments sûrs et efficaces et à des renseignements permettant de faire des choix santé Activité de programme - Produits de santé Programme et services clés : Produits pharmaceutiques à usage humain Programme et services clés : Matériels médicaux

Table des matières

Section 1 : Aperçu de 2008-2009

	Programme et services clés : Le renouvellement du système de santé
48	Activité de programme - Le système de santé au Canada
48	de la population canadienne
	Système de santé accessible et durable qui répond aux besoins de santé
	stratégique
	Section 2 : Analyse des activités de programme par résultat
35	Développement durable
Iε	Nos priorités opérationnelles
62	Priorités du ministère.
72	Notre environnement opérationnel
	Plans et priorités du ministère
£Z	Priorités de programme par résultat stratégique
23	Priorités du mb sétrinim ub sétriorités
25	Renseignements sommaires
۲۱	Dépenses prévues et équivalents temps plein
	Crédits votés et législatifs inscrits dans le budget principal des dépenses
	Concordance de l'architecture des activités des programmes (AAP)
£I	Apergu de Santé Canada
21	Organigramme de Santé Canadaabanes de armeriginagio
	Structure organisationnelle de Santé Canada
01	Santé Canada - ministère à vocation scientifique
6	Santé Canada - partenaire d'une communauté d'intervenants reliés entre eux
6	A Santé Canada
8	Renseignements sur le ministère. Aperçu du portefeuille de la santé. À propos de Santé Canada. Santé Canada - partenaire d'une communauté d'intervenants reliés entre eux.
8	Raison d'être
7	Déclaration de la direction
	Message du ministre.

Programme et services clés : L'information sur la santé

Activité de programme - La procréation assistée au Canada

Activité de programme - Les affaires internationales de santé

Activité de programme - Les affaires internationales de santé



Rapport sur les plans et les priorités de 2008-2009

Santé Canada

Les documents budgétaires

Chaque année, le gouvernement établit son budget des dépenses, qui présente l'information à l'appui des autorisations de dépenser demandées au Parlement pour l'affectation des fonds publics. Ces demandes d'autorisations sont présentées officiellement au moyen d'un projet de loi de crédits déposé au Parlement. Le budget des dépenses, qui est déposé à la Chambre des communes par le président du Conseil du Trésor, comporte trois parties :

Partie I – Le Plan de dépenses. budget présente un aperçu des dépenses fédérales et résume les principaux éléments du budget principal des dépenses.

Partie II – Le budget principal des dépenses étaye directement la Loi de crédits. Le budget principal des dépenses énonce les autorisations de dépenser (crédits) et les sommes à inclure dans les projets de loi de crédits que le Parlèment doit adopter affin que le gouvernement puisse mettre en application ses plans de dépenses. Les Parties I et II du budget des dépenses sont déposées simultanément le L^{ET} mars ou avant.

Partie III - Le Plan de dépenses du ministère est divisé en deux documents :

- Les rapports sur les plans et les priorités (RPP) sont des plans de dépenses établis par chaque ministère et organisme (à l'exception des sociétés d'État). Ces rapports présentent des renseignements plus détaillés, pour une période de trois ans, sur les principales priorités d'une organisation, et ce, par objectif stratégique, activité de programme et résultat prévu, incluant des principales priorités d'une organisations, et ce, par objectif stratégique, activité de programme et résultat prévu, incluant déposés au Parlement par le président du Conseil du Trésor au nom des ministres responsables des programmes. Ils sont déposés au Parlement par le président du Conseil du Trésor au nom des ministres responsables des ministères et des organismes qui dépendent des crédits parlementaires et qui sont désignés aux annexes I, I. I et II de la Loi sur la gestion des organismes qui dépendent des crédits parlementaires et qui sont désignés aux annexes I, I. I et II de la Loi sur la gestion des consaires qui dépendent des crédits parlementaires et qui sont désignés aux annexes I, I. I et II de la Loi sur la gestion des organismes qui dépendent des crédits parlementaires et qui sont désignés aux annexes I, I. I et II de la Loi sur la gestion des consaires qui déposés au plus tard le 31 mars, pour renvoi aux comités qui peuvent ensuite faire rapport à la Chambre des communes conformément au paragraphe 81(7) du Règlement.
- 2) Les rapports ministériels sur le rendement (RMR) rendemt compte des réalisations de chaque ministère et organisme en fonction des attentes prévues en matière de rendement qui sont indiquées dans leur RPP. Ces rapports sur le rendement, qui portent sur la dernière année financière achevée, sont déposés au Parlement en automne par le président du Conseil du Trésor au nom des ministres responsables des ministères et des organismes qui dépendent des crédits parlementaires et qui sont désignés aux annexes I, I.1 et II de la Loi sur la gestion des finances publiques.

Le budget supplémentaire des dépenses étaye directement la Loi de crédits. Le budget supplémentaire des dépenses énonce les autorisations de dépenser (crédits) et les sommes à inclure dans les projets de loi de crédits que le Parlement doit adopter afin que le gouvernement puisse mettre en application ses plans de dépenses. Le budget supplémentaire des dépenses est habituellement de fin octobre et un document final à la fin février. Chaque budget aupplémentaire des dépenses est caractérisé par une lettre alphabétique (A, B, C, etc.). En vertu de circonstances spéciales, plus de deux budgets supplémentaires des dépenses peuvent être publiés au cours d'une même année.

Le budget des dépenses de même que le Budget du ministre des Finances sont le reflet de la planification budgétaire annuelle de l'État et de ses priorités en matière d'affectation des ressources. Ces documents, auxquels viennent s'ajouter par la suite les Comptes publics et les rapports ministèriels sur le rendement, aident le Parlement à s'assurer que le gouvernement est dûment comptable de l'affectation et de la gestion des fonds publics.

©Sa Majesté la Reine du chef du Canada, représentée par le Ministre des Travaux publics et Services gouvernementaux, 2008.

Ce document est disponible en médias substituts sur demande.

Ce document est disponible sur le site Web du SCT à l'adresse suivante : www.tbs-sct.gc.ca.

En vente chez votre libraire local ou par la poste auprès de : Éditions et Services de dépôt Travaux publics et Services gouvernementaux Canada Ottawa ON KIA OSS

Téléphone : 613-941-5995

Commandes seulement : 1-800-635-7943 (Canada et É.-U.) Télécopieur : 613-954-5779 ou 1-800-565-7757 (Canada et É.-U.)

Internet: http://publications.gc.ca

No. de catalogue : BT31-2/2009-III-29 ISBN : 978-0-660-63583-5



Partie III - Rapport sur les plans et les priorités

S008-2009 Bright des dépenses

Santé Canada





Human Resources and Social Development Canada

2008–09 Estimates

Part III—Report on Plans and Priorities



The Estimates Documents

Each year, the government prepares Estimates in support of its request to Parliament for authority to spend public monies. This request is formalized through the tabling of appropriation bills in Parliament. The Estimates, which are tabled in the House of Commons by the President of the Treasury Board, consist of the following:

Part I—The Government Expense Plan provides an overview of federal spending and summarizes the key elements of the Main Estimates.

Part II—The Main Estimates directly support the Appropriation Act. The Main Estimates identify the spending authorities (votes) and amounts to be included in subsequent appropriation bills. Parliament will be asked to approve these votes to enable the government to proceed with its spending plans. Parts I and II of the Estimates are tabled concurrently on or before March 1.

Part III—Departmental Expenditure Plans, which is divided into two components:

- 1) Reports on Plans and Priorities (RPP) are individual expenditure plans for each department and agency (excluding Crown corporations). These reports provide increased levels of detail over a three-year period on an organization's main priorities by strategic outcome(s), program activity(ies) and planned/expected results, including links to related resource requirements. The RPPs also provide details on human resource requirements, major capital projects, grants and contributions, and net program costs. They are tabled in Parliament by the President of the Treasury Board on behalf of the ministers who preside over the appropriation-dependent departments and agencies identified in Schedules I, I.1 and II of the Financial Administration Act. These documents are usually tabled on or before March 31 and referred to committees, which may then report to the House of Commons pursuant to Standing Order 81(7).
- 2) Departmental Performance Reports (DPR) are individual department and agency accounts of results achieved against planned performance expectations as set out in respective RPPs. These Performance Reports, which cover the most recently completed fiscal year, are tabled in Parliament in the fall by the President of the Treasury Board on behalf of the ministers who preside over the appropriation dependent departments and agencies identified in Schedules I, I.1 and II of the Financial Administration Act.

Supplementary Estimates directly support an Appropriation Act. The Supplementary Estimates identify the spending authorities (votes) and amounts to be included in the subsequent appropriation bill. Parliamentary approval is required to enable the government to proceed with its spending plans. Supplementary Estimates are normally tabled twice a year, the first document in late October and a final document in late February. Each Supplementary Estimates document is identified alphabetically A, B, C, etc. Under special circumstances, more than two Supplementary Estimates documents can be published in any given year.

The Estimates, along with the Minister of Finance's Budget, reflect the government's annual budget planning and resource allocation priorities. In combination with the subsequent reporting of financial results in the Public Accounts and of accomplishments achieved in DPRs, this material helps Parliament hold the government to account for the allocation and management of public funds.

©Her Majesty the Queen in Right of Canada, represented by the Minister of Public Works and Government Services, 2008.

This document is available in multiple formats upon request.

This document is available on the TBS website at the following address: http://www.tbs-sct.gc.ca.

Available through your local bookseller or by mail from Publishing and Depository Services Public Works and Government Services Canada Ottawa ON KIA OS5

Telephone: 613-941-5995

Orders Only: 1-800-635-7943 (Canada and U.S.A.)

Fax: 613-954-5779 or 1-800-565-7757 (Canada and U.S.A.)

Internet: http://publications.gc.ca

Catalogue No.: BT31-2/2009-III-11 ISBN: 978-0-660-63589-7

Human Resources and Social Development Canada

2008 - 2009 Estimates

A Report on Plans and Priorities



Table of Contents

5	Ministers' Messages
9	Management Representation Statements
13	Section I Overview
14	Introduction
14	Raison d'être
17	Organizational Information
18	Mandate
18	2008-2009 Planned Expenditure Profile
20	Voted and Statutory Items Displayed in the Main Estimates
24	Planned Spending and Full-Time Equivalents
29	Financial and Human Resources — Summary Information
31	2008 – 2009 Departmental Priorities
44	Performance Measurement Framework
51	Section II Program Activities by Strategic Outcome
52	A. Policy, Research and Communications
58	B. Labour Market, Workplace Skills and Learning
72	C. Labour
80	D. Social Investment, Children and Families, Housing and Homelessness
92	E. Service Canada
105	Section III Supplementary Information
106	Table 1: Departmental Link to the Government of Canada Outcomes
107	Table 2: Sustainable Development Strategy
112	Table 3: Details on Transfer Payment Programs
113	Table 4: Evaluations
116	Table 5: Foundations (Conditional Grants)
117	Table 6: Green Procurement
118	Table 7: Horizontal Initiatives
119	Table 8: Internal Audits
121	Table 9: Loans (Non-Budgetary)
122	Table 10: Progress Towards the Departments Regulatory Plan
122	Table 11: Services Received Without Charge
122	Table 12: Sources of Respendable and Non-Respendable Revenue

123	Specified Purpose Accounts
123	Employment Insurance Account
131	Canada Pension Plan
138	Government Annuities Account
139	Civil Service Insurance Fund
140	Employment Insurance Part II 2008-2009 Expenditure Plan
144	Consolidated Report on Canada Student Loans
151	Section IV Other Items of Interest
152	Detailed Program Description by Strategic Outcome
165	Office of the Auditor General (OAG) Report
166	Website References
169	Index

Ministers' Messages



Message from the Minister of Human Resources and Social Development



am pleased to present to Parliament the 2008–2009 Report on Plans and Priorities for the Department of Human Resources and Social Development Canada (HRSDC). HRSDC supports Canadians in meeting the challenges they face by putting in place policies, programs and services that are flexible, that create opportunities in today's labour market and that provide choice.

As Minister, I have had the opportunity to see first hand how the portfolio positively impacts on the lives of Canadians. Whether it is through support for families with the Universal Child Care Benefit, bridging the skills and learning gap with the Apprenticeship

Incentive Grant.or the Canada Education Savings Grant, or effective and sustainable solutions to prevent and reduce homelessness through the Homelessness Partnering Strategy, we are taking action to improve the quality of life for all Canadians.

Looking forward, we will build on those accomplishments by continuing to support children, families and vulnerable Canadians seeking to break free from poverty. We'll focus on addressing accessibility issues for persons with disabilities by implementing the Registered Disability Savings Plan and Enabling Accessibility Fund. Emphasis will also be placed on supporting low-income seniors and preventing elder abuse.

Building a knowledge advantage will be a primary focus to address labour market challenges and opportunities and the needs of workers in vulnerable communities. The actual results we expect from a well-functioning labour market are more than statistics. In fact, our objective in addressing labour market challenges is to have healthy and strong families, fewer people in poverty and more self-sufficient and self-reliant adults. Keeping that in mind, we will improve the governance and management of the EI account through the establishment of the Canada Employment Insurance Financing Board, an independent Crown corporation. We are also significantly improving student financial assistance by creating the Canada Student Grant Program. And we continue to negotiate and implement labour market agreements to increase the participation of individual Canadians in the workforce who are not fully active in the labour market. Integration of foreign-trained workers and entry of temporary foreign workers will also be at the heart of our commitments.

We are equally committed as a portfolio to providing the highest level of services to Canadians. Service Canada delivers a number of services and benefits on behalf of federal departments and agencies as well as provides Canadians with increased choice, quicker results and easier access. The success of this approach will require ongoing collaboration with federal departments as well as with provinces, territories and partners in the public and private sectors.

Canada was built through the skills, the imagination and dedication of all Canadians. HRSDC will continue this momentum by demonstrating excellence in policy, program and service delivery and by helping all Canadians reach their full potential.

The Honourable Monte Solberg, P.C., M.P.
Minister of Human Resources and Social Development

Message from the Minister of Labour



he Government of Canada is dedicated to promoting a healthy society and a productive and prosperous economy. The work done by the Labour Program to support fair, safe, healthy, cooperative and productive workplaces is crucial in promoting these goals.

In 2008–2009 the Labour Program will have an exciting and challenging agenda that includes four key priorities: implementing the Wage Earner Protection Program (WEPP), supporting the reintegration of reservists into civilian life, engaging internationally in labour issues, and identifying options for reducing the frequency and duration of work

Legislation to create the WEPP has received Royal Assent. The new program will provide workers with unpaid wages and vacation pay when their employers are bankrupt or subject to receivership. Implementing the program will be the responsibility of the Labour Program, Service Canada and other partners.

Members of the reserve force, who volunteer their time and often risk their lives to serve our country, should not have to worry if their jobs or enrolment in universities and colleges will be protected while they are away. The government is acting to make sure that the needs of reservists are met.

Internationally, Canada is committed to negotiating and implementing strong Labour Cooperation Agreements in order to achieve decent working conditions for workers and a level playing field for business with its trade partners in the Americas and beyond. The Government is also committed to working with the provinces, territories, unions and employers to strengthen the International Labour Organization's ability to advance core labour standards globally.

Finally, the number of days lost to work stoppages in Canada is high in comparison with other members of the Organization of Economic Co-operation Development. We will be exploring the causes and impacts of work stoppages, and options for reducing their risk, frequency and duration in federally regulated industries.

The Labour Program is working to help employers and workers succeed in a dynamic global economy by meeting the challenges and taking advantage of the opportunities of changing workplaces.

The Honourable Jean-Pierre Blackburn, P.C., M.P. Minister of Labour and Minister of the Economic Development Agency of Canada for the Regions of Quebec

Management Representation Statements

Human Resources and Social Development

I submit for tabling in Parliament, the 2008–2009 Report on Plans and Priorities (RPP) for Human Resources and Social Development Canada.

This document has been prepared based on the reporting principles contained in *Guide for the Preparation of Part III* of the 2008–2009 Estimates: Reports on Plans and Priorities and Departmental Performance Reports:

- It adheres to the specific reporting requirements outlined in the Treasury Board of Canada Secretariat guidance;
- It is based on the department's strategic outcomes and Program Activity Architecture that were approved by the Treasury Board;
- It presents consistent, comprehensive, balanced and reliable information;
- It provides a basis of accountability for the results achieved with the resources and authorities entrusted to it; and
- It reports finances based on approved planned spending numbers from the Treasury Board of Canada Secretariat.

Janice Charette
Deputy Minister

Human Resources and Social Development

Labour

The plans, priorities, planned spending and performance measures in support of the Labour Program are accurately presented in the 2008–2009 Report on Plans and Priorities for Human Resources and Social Development Canada.

Munir A. Sheikh

Deputy Minister of Labour and Associate Deputy Minister of Human Resources and Social Development

Service Canada

The plans, priorities, planned spending and performance measures in support of Service Canada are accurately presented in the 2008–2009 Report on Plans and Priorities for Human Resources and Spcial Development Canada.

Hélène Gosselin

Deputy Head of Service Canada and Associate Deputy Minister of Human Resources and Social Development

Budget 2008 Announcements

The Government of Canada tabled the 2008 Budget on February 26, 2008, outlining its priorities for Canadians for the upcoming years. The following Budget announcements affect Human Resources and Social Development Canada and support the labour market, social development and service to Canadians priorities outlined in this Report.

Investing in People

Improving Canada's competitive position means developing the best-educated, most-skilled and most flexible workforce in the world.

The Government committed to supporting Canadian students with a \$350-million investment in 2009-2010, rising to \$430 million by 2012-2013, in a new, consolidated Canada Student Grant Program that will reach 245,000 college and undergraduate students per year when it takes effect in the fall of 2009. The Government will phase out the Canada Millenium Scholarship Foundation in 2009. A total of \$123 million will be invested over four years, starting in 2009-2010, to streamline and modernize the Canada Student Loans Program. The flexibility of Registered Education Savings Plans will be enhanced by increasing the time they may remain open to 35 years from 25 years, and by extending the maximum contribution period by 10 years.

The Government will reduce disincentives to work for seniors by raising the current Guaranteed Income Supplement earned income exemption to \$3,500 from its current maximum exemption level of \$500.

Supporting the Vulnerable

Budget 2008 provided an additional \$90 million over three years to extend the Targeted Initiative for Older Workers until March 2012 to help more older workers remain active and productive participants in the labour market.

It also provided \$13 million over three years to help seniors and others recognize the signs and symptoms of elder abuse, building on the \$10 million per year provided in Budget 2007 to expand the New Horizons for Seniors Program.

Strengthening Partnerships with Aboriginal Canadians

Advantage Canada recognized that the most effective way to address the gap in socio-economic conditions faced by Aboriginal Canadians remains increasing their participation in the Canadian economy. The Government is committed to fostering partnerships involving the private and public sectors that help Aboriginal people get the skills and training they need to take advantage of the opportunities in the North and across Canada. Budget 2008 takes another important step to help Aboriginal people make the most of these opportunities by committing to establish a new framework for Aboriginal economic development by the end of 2008.

The Government will continue to engage Aboriginal groups and other stakeholders on a successor approach to the Aboriginal Human Resources Development Strategy, expected in 2009. The new approach will better place the skills and training available for individuals in the context of employer and labour market demands.

Improved Management and Governance of Employment Insurance

The Government committed to improving the management and governance of the Employment Insurance (EI) Account and ensure that premiums will be no higher than required to pay for benefits over time. To enhance the independence of premium rate setting and to ensure that El premiums are used exclusively for the El program, the Government is creating a new, independent Crown corporation, the Canada **Employment Insurance Financing Board** that will report to the Minister of Human Resources and Social Development. It will have the following key responsibilities: managing a separate bank account; implementing an improved El premium rate-setting mechanism to ensure that El revenues and expenditures break even over time; and maintaining a cash reserve of \$2 billion to establish a reserve that can be used in the event of an economic downturn.

Note: These recent announcements are not in the narrative of the Report on Plans and Priorities, however, the department is committed to moving forward on these priorities and will report on them in its 2008-2009 Departmental Performance Report. The Budget announcements are not included in the planned spending figures for the department.

Section I Overview

Human Resources and Social Development Canada

Departmental Overview

Introduction

n his Report presents the plans and priorities ▲ for Human Resources and Social Development Canada (HRSDC) for 2008-2009 and planned spending for the next three years. Information is presented in four main sections: Section I sets the context, overall priorities for the Department and lays out the Performance Measurement Framework; Section II presents key plans by Strategic Outcome at the Program Activity level including financial information; Section III includes detailed information, such as financial data relating to specified purpose accounts, evaluation information, sustainable development, etc.; and, Section IV outlines program descriptions and provides web links to the Department's programs and services.

Raison d'être

HRSDC's vision is to build a stronger and more competitive Canada, to support Canadians in making choices that help them live productive and rewarding lives, and to improve Canadians' quality of life.

HRSDC develops, manages and delivers some \$87B in programs and services that provide Canadians with income support, skill development opportunities, labour market and other information, as well as many other tools that help Canadians to thrive economically and socially. The programs and services offered by the Department affect the lives of millions of Canadians. This includes income support to Canadians through benefits that Parliament has legislated, such as Old Age Security and the Canada Pension Plan. Through Employment Insurance, temporary income support and access to employment programs and services are provided to unemployed Canadians to help them prepare for, find and retain employment. By encouraging skills development in Canadian workplaces and by developing and disseminating information about the labour market, the Department helps Canadian businesses and workers connect. HRSDC also invests in learning by facilitating access to postsecondary education and adult learning opportunities. HRSDC's social policies and programs help to ensure that children and families, seniors, people with disabilities, homeless people and those at risk of homelessness, and others facing barriers have the support and information they need to improve their well-being. HRSDC is responsible for a number of key initiatives that contribute to these objectives including the Universal Child Care Benefit, the Homelessness Partnership Initiative, the Opportunities Fund for Persons with Disabilities, the Social Development Partnerships Program and the New Horizons for Seniors Program.

Promoting socio-economic well-being also involves working with and building on the strengths and capacity of a multitude of players, including provinces, territories, employers and non-governmental organizations. The Department strives to ensure clear roles and responsibilities between orders of government to develop integrated and complementary programs and services for the benefit of Canadians. It is also working hard to engage partners, such as the profit and non-profit sectors, learning organizations and community groups, including official language minority communities across the country, and foster their contribution.

Through the Labour Program the Department promotes and sustains stable industrial relations and healthy, fair, productive workplaces within the federal jurisdiction. In support of these goals, the Labour program mediates labour disputes, works to keep compliance operations modern and responsive, negotiates and implements international labour standards and agreements, collaborates closely with provincial and territorial ministries of Labour, and carries out labour-related research and analysis.

High quality service delivery is vital to meeting the needs of Canadians. Through Service Canada, citizens are provided with a single point of access to HRSDC's services. Service Canada has been delivering a growing number of services and benefits on behalf of this and other federal departments and agencies and providing Canadians with increased choice and access. Today, the Service Canada delivery network brings together: more than 600 points of service in communities throughout Canada; a national

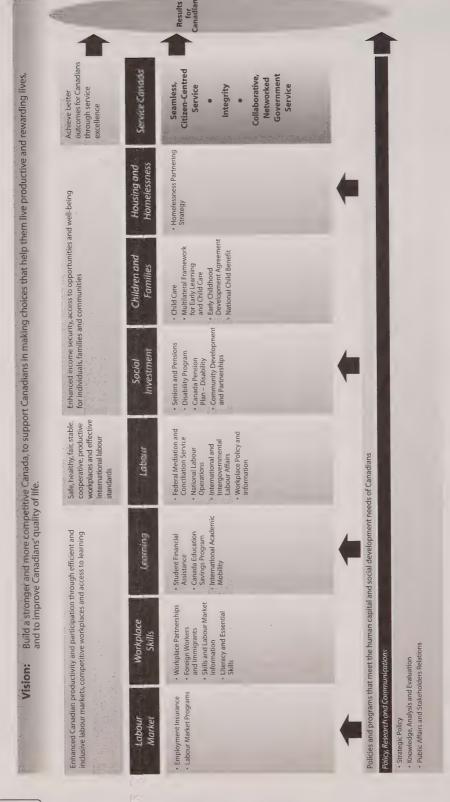
1 800 O-Canada telephone service providing Canadians with information about all federal government services; and, a range of on-line services at www.servicecanada.gc.ca.

The Departments programs and services are designed to contribute to the following five strategic outcomes:

 Policies and programs that meet the human capital and social development needs of Canadians;

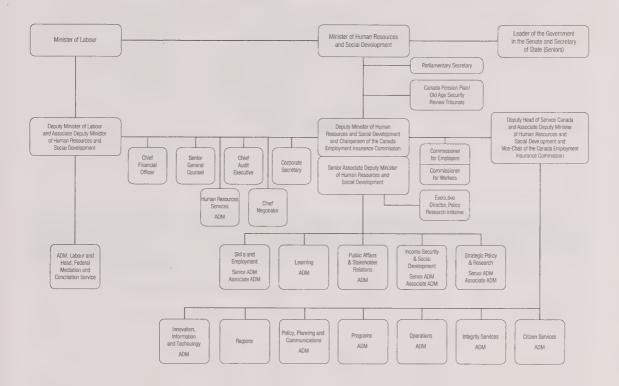
- Enhanced Canadian productivity and participation through efficient and inclusive labour markets, competitive workplaces and access to learning;
- Safe, healthy, fair, stable, cooperative, productive workplaces and effective international labour standards;
- Enhanced income security, access to opportunities and well-being for individuals, families and communities;
- Achieve better outcomes for Canadians through service excellence.

Department of Human Resources and Social Development **Program Activity Architecture for 2008 – 2009**



Organizational Information

Human Resources and Social Development Canada Departmental Structure



Mandate

On February 6, 2006, Human Resources and Skills Development Canada and the former Social Development Canada were consolidated into the Department of Human Resources and Skills Development to be styled Human Resources and Social Development. The powers, duties and functions of the Minister of Social Development were transferred to the Minister of Human Resources and Skills Development, and the Minister was styled as Minister of Human Resources and Social Development. The Minister was also made responsible for the Canada Mortgage and Housing Corporation. Further, a Secretary of State for Seniors was appointed on January 4, 2007 to ensure seniors' issues are adequately addressed.

Until new legislation is enacted, the Minister will rely on the provisions of the Department of Human Resources and Skills Development Act and the Department of Social Development Act for specific authorities.

The Department of Human Resources and Skills Development Act defines the powers, duties and functions of the Minister of Human Resources and Skills Development, the Minister of Labour, and of the Canada Employment Insurance Commission. The legislative mandate of Human Resources and Skills Development is to improve the standard of living and quality of life of all Canadians by promoting a highly skilled and mobile labour force and an efficient and inclusive labour market. The Minister of Human Resources and Skills Development has overall responsibility for the employment insurance system, while the administration of the Employment Insurance Act is the responsibility of the Canada Employment Insurance Commission.

The Department of Human Resources and Skills Development Act provides for the appointment of a Minister of Labour who is responsible for the Canada Labour Code and the Employment Equity Act, as well as other legislation on wages and working conditions. The departmental statute provides that the Minister of Labour make use of the services and facilities of the Department. The Act also sets out the mandate of the Minister of Labour to promote safe, healthy, fair, stable, cooperative and productive workplaces.

The Department of Social Development Canada Act defines the powers, duties and functions of the Minister of Social Development. The mandate of Social Development Canada is to promote social

well-being and security. In exercising the power and performing the duties and functions assigned by this Act, the Minister is responsible for the administration of the Canada Pension Plan, the Old Age Security Act, and the National Council of Welfare, and the Universal Child Care Benefit Act.

Service Canada operates within the legislative mandate and framework of the current departmental legislation (Department of Human Resources and Skills Development Act and the Department of Social Development Act). Its mandate is to work in collaboration with federal departments, other levels of government and community service providers to bring services and benefits together in a single service delivery network.

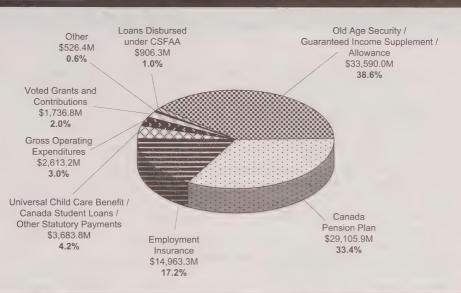
On June 1, 2006, the Policy Research Initiative was transferred from the Privy Council Office to the Department. It leads horizontal research projects in support of the medium-term policy agenda of the Government of Canada and identifies data needs and priorities for future policy development.

2008-2009 Planned **Expenditure Profile**

Human Resources and Social Development Canada (HRSDC) has planned expenditures on programs and services of more than \$87 billion, of which almost \$82 billion, or more than 94%, directly benefits Canadians through Employment Insurance, the Canada Pension Plan, Universal Child Care Benefit, Old Age Security, loans disbursed under the Canada Student Financial Assistance Act and other statutory transfer payments. The Department has planned spending of \$1.7 billion in voted grants and contributions, \$37.2 billion in statutory grants and contributions and \$2.1 billion for Employment Insurance Part II.

The financial strategy for Service Canada establishes that statutory funds, including Employment Insurance, Canada Pension Plan, Old Age Security and voted grants and contributions related to the delivery of specified programs, is allocated annually by HRSDC.

\$87,125.7M **Consolidated Total**



Human Resources and Sectal Development Onrada -Gross Expanditures (in millions of dollars)

Statutory Transfer Payments in millions of dollars)

Net Operating Costs		989.0
Add Recoveries in relation to:		
Canada Pension Plan	246.9	
Employment Insurance (EI) Account	1,277.9	
Workers' Compensation	94.4	,
Other Government Departments	5.0	1,624.2
Gross Operating Costs		2,613.2
Voted Grants and Contributions		1,736.8
Total Gross Expenditures		4,350.0
Other – Workers' Compensation and EI/CPP Charges and Recoveries		526.4
Non-Budgetary		
Loans disbursed under Canada Student Financial Assistance Act (CSFAA)	_	906.3

Grants and Contributions		
Old Age Security	_	25,321.0
Guaranteed Income Supplement		7,696.0
Allowance		573.0
Other Statutory Payments:		
Universal Child Care Benefit	2,470.0	
Canada Student Loans	403.2	
Canada Education Savings Grant	588.0	
· Canada Learning Bond ·	34.0	
Registered Disability Savings Plan	115.0	
Wage Earner Protection Program	31.2	
Others	0.1	3,641.5
Sub-Total		37,231.5
Canada Pension Plan benefits		29,105.9
Employment Insurance benefits		
Part I	12,827.0	
Part II	2,136.3	14,963.3
Other Specified Purpose Accounts		42.3ª
Total Statutory Transfer Payments	,	81,343.0

^a This amount includes payments related to Government Annuities Account and the Civil Service Insurance Fund.

Voted and Statutory Items Displayed in the Main Estimates

2008-2009

Vote	(in millions of dollars)	2008 – 2009 Main Estimates	2007-2008 Main Estimates
1	Operating expenditures	606.1	2,508.9
5	Grants and contributions	1,675.3	1,155.8
(S)	Contributions to employee benefit plans	232.7	233.7
(S)	Minister of Human Resources and Social Development - Salary and motor car allowance	0.1	0.1
(S)	Minister of Labour and Minister of the Economic Development Agency of Canada for the Regions of Quebec - Salary and motor car allowance	0.1	0.1
(S)	Old Age Security Payments	25,321.0	24,093.0
(S)	Guaranteed Income Supplement Payments	7,696.0	7,413.0
(S)	Universal Child Care Benefit	2,470.0	2,460.0
(S)	Canada Education Savings Grant payments to Registered Educations Savings Plans (RESPs) trustees on behalf of RESP beneficiaries to encourage Canadians to save for		
	post-secondary education for their children	588.0	540.0
(S)	Allowance Payments	573.0	553.0
(S)	Payments related to the direct financing arrangement under the Canada Student Financial Assistance Act	327.9	366.4
(S)	Canada Study Grants to qualifying full and part-time students pursuant to the Canada Student Financial Assistance Act	142.9	136.1
(S)	Payments of compensation respecting government employees and merchant seamen	43.0	59.0
(S)	Canada Learning Bond payments to Registered Education Savings Plans (RESPs) trustees on behalf of RESP beneficiaries to support access to post-secondary education		
(0)	for children from low-income families	34.0	25.0
(S)	The provision of funds for interest and other payments to lending institutions and liabilities under the Canada Student Financial Assistance Act	24.1	52.9
(S)	The provision of funds for liabilities including liabilities in the form of guaranteed loans	24.1	32.5
(-)	under the Canada Student Loans Act	6.8	8.1
(S)	Civil Service Insurance actuarial liability adjustments	0.2	0.1
(S)	Supplementary Retirement Benefits - Annuities agents' pensions		
(S)	The provision of funds for interest payments to lending institutions under the Canada Student Loans Act	-	0.1
	Total budgetary	39,741.2	39,605.3
(S)	Loans disbursed under the Canada Student Financial Assistance Act (Non-Budgetary)	906.3	855.7
	Total Department	40,647.5	40,461.0

Financial Highlights

Main Estimates

The 2008-2009 Main Estimates total of \$40,647.5 million for Human Resources and Social Development Canada (HRSDC) represents a net increase of \$186.5 million over the 2007-2008 Main Estimates amount of \$40,461.0 million. The major changes are as follows:

- A decrease of \$1,902.8 million in net operating expenditures mainly due to:
 - o Offsets related to reduction in funding such as:
 - A decrease of \$1,926.9 million for Service Canada related to a trust account established in 2007-2008 for the recognition of the experience of residing at an Indian Residential School and its impact, (Common Experience Payments):
 - A decrease of \$12.5 million related to Phase I of the Workplace Skills Strategy to support employers and working Canadians in sustained and responsive skills development, addressing real and anticipated gaps, since three year funding is ending in 2007-2008; and
 - A decrease of \$3.7 million for Expenditure Review Committee procurement reduction. Further to Budget 2007, across-the-board reductions were applied to departments to implement Cabinet decision to seek cost efficiency savings to offset a portion of the fiscal impact of slower than expected realization of savings from procurement reform.
 - o new funding for administration of programs such as:
 - An increase of \$19.5 million for Temporary Foreign Worker Program. As per Budget 2007, \$118.0 million over 5 years from 2007 - 2008 to 2011-2012 and \$28.0 million on-going for improvements to the Temporary Foreign Worker Program to help employers meet immediate labour and skills shortages and strengthen Program integrity;
 - An increase of \$16.1 million related to a transfer from Public Works and Government Services for Public Access Programs Sector. This transfer is for customized info services provided by Public Access Programs Sector on behalf of other departments; and

- An increase of \$3.5 million for the implementation of the EcoAuto Rebate Program to pursue incentives to encourage the purchase of more fuel efficient personal vehicles;
- o As well as an increase of \$1.2 million related to the collective agreements.
- An increase of \$519.5 million in voted grants and contributions mainly due to:
 - o New funding for programs such as:
 - An increase of \$500.0 million for Labour Market Strategy for the implementation of the new Labour Market Architecture to enhance the labour market participation among underrepresented groups and low-skilled workers;
 - An increase of \$18.7 million for Aboriginal Skills and Employment Partnership. As per Budget 2007, new funding to build on the Aboriginal Skills and Employment Partnership Program in order to help Aboriginal people who have been traditionally under-represented in the workplace and who face unique challenges to participating in the workplace;
 - An increase of \$14.5 million for Homelessness Partnership Strategy related to a reprofile of funds from 2007-2008 to 2008-2009 of \$17.5 million and a transfer to Public Works and Government Services for the Surplus Federal Real Property Initiative of \$3.0 million:
 - An increase of \$8.0 million for Apprenticeship Incentive Grant. As per Budget 2006, new funding to encourage more Canadians to pursue apprenticeships and reward progression by providing \$1,000 per year to apprentices successfully completing their first or second year of an apprenticeship program in a Red Seal Trade; and
 - An increase of \$6.9 million for New Horizons for Seniors Program. As per Budget 2007, new funding for the expansion of New Horizons for Seniors Program.
 - o The preceding increases are offset by the following reductions:
 - A decrease of \$17.7 million to the National Literacy Program since the program has now migrated to the new Adult Learning, Literacy and Essential Skills Program. This integrated program provides a better targeted and more focus approach to help reduce non-financial barriers to adult learning and enhance the development of literacy and essential skills; and

- A decrease of \$12.0 million to the Enabling Fund for Official Language Minority Communities, an initiative that supports the activities of two Official Language Minority Communities networks linked to a total of 25 community organizations, since the initiative received a three year funding ending in 2007–2008. This initiative forms part of the overall Government of Canada Action Plan on Official Languages.
- An increase of \$1,519.2 million in statutory program payments, mainly due to:
 - o An increase of \$1,531.0 million for Elderly Benefits which includes Old Age Security, Guaranteed Income Supplement and Allowance. This increase is explained from changes in the forecasted average rates of payment and in the population. In general, changes in the average Old Age Security, Guaranteed Income Supplement and Allowance benefit rates can be partially attributed to changes in the Consumer Price Index. Elderly benefits are fully indexed quarterly to any rise in the cost of living. Legislation ensures that Elderly benefits will never decrease if the cost of living goes down.
 - Old Age Security Increase of \$1,228.0 million. The forecasted average monthly rate has increased from \$477.35 to \$489.82, which accounts for \$664.5 million. There is also an anticipated increase in the estimated number of beneficiaries from 4,382,379 to 4,505,101 which accounts for an increase of \$712.5 million and there is an anticipated increase in the Old Age Security benefit repayment which will reduce the Old Age Security benefit payments by \$149.0 million.
 - Guaranteed Income Supplement Increase of \$283.0 million. The forecasted average monthly rate has increased from \$378.03 to \$396.06 resulting in an increase of \$349.6 million.

 The estimated number of beneficiaries has decreased from 1,634,112 to 1,619,274 accounting for a decrease of \$66.6 million. The number of GIS recipients constantly fluctuates from year to year based on a number of factors, including fluctuations in a client's income, the death of the client, or a change in the client's residence status.

- Allowance Payments Increase of \$20.0 million. The average forecast monthly rate has increased from \$449.32 to \$473.67, accounting for an increase of \$29.2 million. The estimated number of beneficiaries decreased from 102,563 to 100,808, accounting for a decrease of \$9.2 million. Like Guaranteed Income Supplement, the number of Allowance recipients constantly fluctuates from year to year based on a number of factors, including fluctuations in a client's income, the death of the client, or a change in the client's residence status.
- An increase of \$48.0 million for Canada Education Savings Grants as result of the changes to Canada Education Savings Grants and contribution limits announced in Budget 2007.
- An increase of \$10.0 million for Universal Child Care Benefit. The increase in expected benefits paid is due to an increase in the projected number of recipients and an increase in take-up rates.
- An increase of \$9.0 million for Canada Learning Bond. As per revised forecast, the participation rate for the Canada Learning Bond is steadily increasing. Better than expected performance in 2006–2007 has continued into 2007–2008, promotional activities seem to be having a positive response.
- o An increase of \$0.1 million related to other items.
- A decrease of \$61.9 million in Canada Student Loans Program as a result of:
 - A decrease of \$38.5 million is related to Direct Financing under the Canada Student Financial Assistance Act mainly due to a reduction in program costs which has led to a reduction in alternative payments;
 - A decrease of \$28.8 million in the provision of funds for interest and other payments as a result of a reduction in the projection of the loans in study portfolio as well as a reduction of the assumption regarding the proportion of loans going into debt reduction in order to align projection with actual results;
 - A decrease of \$1.4 million related to liability under the *Canada Student Loans Act*. The reduction in expenditures is linked to the overall decrease in the value of the guaranteed loans' portfolio; and

- An increase of \$6.7 million for Canada Study Grants mainly due to the fact that the Canada Student Loans Program is still experiencing higher than expected take-up of the Canada Access Grant program. There is also a greater utilization of Low Income and Permanent Disability Access grants than originally forecasted.
- o A decrease of \$16.0 million is related to Workers' Compensation Payments. The variance is mainly due to projected increases in recoveries based on previous year trend analysis as well as increased costs due to a Chronic Pain Decision rendered by the Nova Scotia Workers' Compensation Board.
- A decrease of \$1.0 million in contribution. to the employee benefit plans.
- An increase of \$50.6 million in non-budgetary payments related to the loans negotiated under the Canada Student Financial Assistance Act. from \$855.7 million to \$906.3 million as a result of a \$29.4 million increase in loans disbursed due to higher than forecasted uptake on Budget 2004 measures intended to ease the transition to postsecondary education and by a \$21.2 million decrease in loan repayments due to higher utilization of debt management measures through which students are not required to repay their student loans.

Planned Spending and Full-Time Equivalents

	Forecast Plan		t Planned Spending		recast Planned Spending	nding
	2007-2008	2008-2009	2009-2010	2010-201		
Program Activities (millions of dollars)						
Budgetary Main Estimates						
Policy, Research and Communications	196.6	185.0	168.0	168.3		
Labour Market	578.1	1,327.1	1,259.4	1.244.3		
Workplace Skills	209.0	273.9	259.8	240.3		
Learning	1.244.2	1,190.3	1.188.3	1,190.8		
Labour	239.3	237.9	247.6	252.3		
Social Investment	32.492.3	33.783.7	35.288.8	36.874.7		
Children and Families	2,481.2	2,488.3	2,499.1	2.504.3		
Housing and Homelessness ^a	144.5	165.6	1.2	1.2		
Seamless, Citizen-Centred Service	2,475.0	594.1	589.9	592.0		
	1.028.8	880.2	876.2	876.1		
Integrity Collaborative Networked Coverament Service	228.2	232.4	232.7	232.8		
Collaborative, Networked Government Service						
Gross Budgetary Main Estimates	. 41,317.2	41,358.5	42,611.0	44,177.1		
Less: Respendable Revenue	1,711.9	1,617.3	1,616.8	1,618.7		
Net Budgetary	39,605.3	39,741.2	40,994.2	42,558.4		
Non-Budgetary Non-Budgetary						
Loans disbursed under Canada Student Financial Assistance Act	855.7	906.3	733.2	617.6		
Supplementary Estimates (A)						
Voted Items Canada Summer Jobs 2007	45.0		_	_		
National Homelessness Initiative - Reprofile	25.1		_	-		
Temporary Foreign Worker Program	15.9		-	-		
Government Advertising Plan	, 14.2	-	-	-		
New Horizons for Seniors Program	8.2	•	-	-		
Cree Regional Authority EcoAuto Rebate Program	7.2 6.3	-	_	-		
Aboriginal Skills and Employment Partnership Program	5.0	· -	-	-		
Foreign Credential Referral Office	4.2					
Transfer from Canada Revenue Agency - Funding related to National Collections Services						
and Collection Litigation and Advisory Services - Technical adjustment	1.0	-	-	-		
Public Service Modernization Act Federal Accountability Act - Evaluation Resources	0.9 0.4	-	-	-		
Forest Industry Competitive Strategy (Sector Council Program)	0.4	-	_	-		
Cabinet Directive on Streamlining Regulation	0.1					
Advance payments to former Indian Residential Schools students	(82.6)	-	-	-		
Transfer from Public Works and Government Services Canada of programs and activities						
related to the Public Access Programs Sector	16.1	•	-	-		
Transfer from Public Health Agency of Canada to support the development of an Atlas on Country Resources for Intellectual Disabilities	0.1					
Transfer to the Department of Finance Canada for the Restoring Fiscal Balance	0.1		_	_		
Advertising Project	(0.1)	• 1	-	-		
Transfer to Citizenship and Immigration Canada for the Metropolis Project	(0.1)	-	-	-		
Transfer to Public Service Human Resources Management Agency of Canada to support	(0.2)					
the National Managers' Community Transfer to Public Works and Government Services Canada related to the Homelessness	(0.2)					
Partnering Strategy	(3.0)		-	-		
	64.0					

Planned Spending and Full-Time Equivalents

(continued)

	Forecast	precast Planned Spending		ling
	2007-2008	2008-2009	2009-2010	2010-2011
Supplementary Estimates (B)				
Voted Items				
Enabling Accessibility Fund	10.0	•		-
Write-Off Debt due to the Crown for Canada Student Loans Direct Financing	0.4	•	-	-
Targeted Initiative for Older Workers - Reprofile Transfer to Canadian Heritage for Action Canada (Youth Employment Strategy)	(10.4)	•	-	•
Transfer from Canadian Heritage for Interdepartmental Partnership with Official	(0.2)	•	-	-
Language Communities	0.1			_
Sub-Total - Voted Items	(0.1)	-		
Statutory Items - Budgetary				
Canada Education Savings Grant	42.0		-	-
Guaranteed Income Supplement	36.0	-	-	
Canada Study Grants	17.6	-	-	*
Canada Learning Bond	3.0	-	-	
Liabilities under the Canada Student Loans Act	- 0.5	•	-	-
Risk Shared Loans	(8.4)			
Allowance Payments	. (12.0)	-		-
Direct Financing Arrangement	(35.3)	* *	-	-
Old Age Security	(52.0)			
Sub-Total - Statutory Items	(8.6)	-	-	-
Statutory Items - Non-Budgetary Loans disbursed under the Canada Student Financial Assistance Act	78.4		-	
Sub-Total Supplementary Estimates (B)	69.7		-	-
Others				
Treasury Board Vote 10 - Internal Audit Policy	1.7	_		
Treasury Board Vote 15 - Collective Agreements	1.7		_	
Treasury Board Vote 22 - Carry Forward	27.8		_	_
Freezes	(69.1)	-	-	-
Employee Benefit Plan Adjustments	- 6.1		-	-
Sub-Total - Others	(31.8)	-	*	-
Planned Spending Items:				
Budget 2006				
Wage Earner Protection Program ^b	n/a	34.7	34.7	34.7
Budget 2007	¥ 17 GA	•	· · · · · ·	0
Registered Disability Savings Plan ^c	n/a	115.0	165.0	210.0
Enabling Accessibility Fund	n/a	20.0	15.0	
Other				
Enabling Fund for Official Language Minority Communities	n/a	13.8		-
Canada Summer Jobs (Youth Employment Strategy)	n/a	29.0	29.0	29.0
Contact Centre Development (Service Canada Cornwall Centre)	n/a	1.3	1.4	1.0
Understanding the Early Years	n/a	3.6	(2.7)	(1.0)
Workers' Compensation - Technical Adjustement	n/a	(1.2)	(1.4)	(1.9)
Adjustment Employee Benefit Plan to 17.5%	n/a	(0.1)	(0.1)	(0.2)
Total Planned Spending Items:	n/a	216.1	240.9	271.6
Total Planned Spending (Net)	40,562.9	40,863.6	41,968.3	43,447.6
Specified Purpose Accounts				
Employment Insurance	16,180.4	16.704.2	17,298.9	17,786.8
Canada Pension Plan	28,085.8	29,674.4	31,299.6	33,039.2
Other Specified Purpose Accounts	45.1	42.3	39.7	37.3
Departmental Employee Benefit Plan recoverable from Employment Insurance				
Account and Canada Pension Plan	(161.3)	(158.8)	(158.8)	(159.1)
Total HRSDC Consolidated	84,712.9	87,125.7	90,447.7	94,151.8
Less: Non-Respendable Revenue	703.3	782.8	852.0	906.9
Plus: Cost of services received without charge	33.3	38.1	36.8	37.0
Total HRSDC	84,042.9	86,381.0	89,632.5	93,281.9
Full Time Equivalents	23,759	24,215	23,882	23,938

a Within the portfolio, Human Resources and Social Development focuses on Homelessness and Canada Mortgage and Housing Corporation focuses on housing. The Program Activity Architecture will be updated at the earliest opportunity to reflect this.

^b Funding for this item has not yet been approved by Treasury Board. The Treasury Board submission is scheduled for June 2008.

^c Funding for this item has not yet been approved by Treasury Board. The Treasury Board submission is scheduled to be heard in April 2008.

Forecasts 2007-2008 to Planned **Spending 2008-2009**

Consolidated spending under Human Resources and Social Development authorities is expected to be \$87,125.7 million in 2008-2009. This represents an increase of \$2,412.8 million over the 2007-2008 forecasts of \$84,712.9 million. The variance is mainly due to:

- a decrease of \$1,896.7 million in net operating expenditures mainly due to:
 - o Offsets related to reduction in funding such as:
 - a decrease of \$1,844.3 million for Service Canada related to a trust account established in 2007-2008 for the recognition of the experience of residing at an Indian Residential School and its impact. (Common Experience Payments);
 - a decrease of \$27.8 million related to operating budget carry forward funding in 2007-2008;
 - a decrease of \$12.7 million related to reduced funding of the Government Advertising Plan;
 - a decrease of \$12.5 million related to Phase I of the Workplace Skills Strategy to support employers and working Canadians in sustained and responsive skills development, addressing real and anticipated gaps, since three year funding is ending in 2007-2008; and
 - offset by an increase of \$0.6 million for other items.
- a decrease of \$0.4 million for write-off of debt due to the Crown for Canada Student Loans Direct financing in 2007-2008.
- an increase \$558.3 million in voted grants and contributions due to the following:
 - o new funding for programs such as:
 - \$500.0 million for Labour Market Strategy for the implementation of the new Labour Market Architecture to enhance the labour market participation among under-represented groups and low-skilled workers:
 - \$17.3 million for Aboriginal Skills Employment Partnering Program. As per Budget 2007, new funding to build on the Aboriginal Skills and Employment Partnership Program in order to help Aboriginal people who have been traditionally under-represented in the workplace and who face unique challenges to participating in the workplace;

- \$9.9 million for the Homelessness Partnering Strategy related to reprofiles from previous years;
- \$8.0 million for the Apprenticeship Incentive Grant. As per Budget 2006, new funding to encourage more Canadians to pursue apprenticeships and reward progression by providing \$1,000 per year to apprentices successfully completing their first or second year of an apprenticeship program in a Red Seal Trade:
- \$8.0 million for the Enabling Accessibility Fund to support community-based projects across Canada that improve accessibility and enable Canadians, regardless of physical ability, to participate in and contribute to their community and the economy; and
- \$15.1 million for other programs.
- An increase of \$1,669.8 million in statutory program payments, mainly due to:
 - o an increase of \$1,559.0 million for Elderly benefits which includes Old Age Security (increase of \$1,280.0 million), Guaranteed Income Supplement (increase of \$247.0 million) and Allowance (increase of \$32.0 million). This increase is explained from changes in the forecasted average rates of payment and in the population. In general, changes in the average Old Age Security, Guaranteed Income Supplement and Allowance benefit rates can be partially attributed to changes in the Consumer Price Index. Elderly benefits are fully indexed quarterly to any rise in the cost of living. Legislation ensures that Elderly benefits will never decrease if the cost of living goes down.
 - o an increase of \$115.0 million for Registered Disability Savings Plan announced in Budget 2007. This new plan will help parents to save for ensuring the long-term financial security of a child with a severe disability.
 - o an increase of \$31.2 million related to the Wage Earner Protection Program, which is designed to pay certain employees of bankrupt companies their unpaid wages and vacation pay up to \$3,000.
 - o increased funding of \$10.0 million for Universal Child Care Benefits. The increase in expected benefits paid is due to an increase in the projected number of recipients and an increase in take-up rates.

- o an increase of \$6.0 million to the Canada Education Savings Grant.
- o an increase of \$6.0 million to the Canada Learning Bond. As per revised forecast, the participation rate for the Canada Learning Bond is steadily increasing.
- a decrease of \$36.2 million in Canada Student Loans Program as a result of:
 - a decrease of \$3.1 million related to Direct Financing under the Canada Student Financial Assistance Act due to a reduction in program costs which has led to a reduction in alternative payments;
 - a decrease of \$1.8 million in liabilities under the Canada Student Loans Act. The reduction in expenditures is linked to the overall decrease in the value of the guaranteed loans' portfolio; -
 - a decrease of \$20.4 million in the provision of funds for interests and other payments under the Canada Student Financial Assistance Act as a result of a reduction in the projection of the loans in study portfolio as well as a reduction of the assumption regarding the proportion of loans going into debt reduction in order to align projection with actual results: and
 - a decrease of \$10.9 million of the Canada Study Grant;
- o a decrease of \$16.0 million in Workers' Compensation. The variance is mainly due to projected increases in recoveries based on previous year trend analysis as well as increased costs due to a Chronic Pain Decision rendered by the Nova Scotia Workers' Compensation Board.
- o a decrease of \$5.2 million in contribution to the employee benefit plans.
- a net decrease of \$27.8 million in non-budgetary payments for loans disbursed under the Canada Student Financial Assistance Act.
- an increase of \$523.8 million for planned Employment Insurance Account mainly due to an increase in forecasted Employment Insurance Part I benefits.
- an increase of \$1.588.6 million to the Canada Pension Plan. The increase is mainly due to increases in benefits, which reflect forecasts of client population and average benefit payments.
- a decrease of \$2.8 million to other specified purpose accounts (Government Annuities Account and Civil Service Insurance Fund).

Planned Spending 2008-2009 to Planned Spending 2009-2010

For 2009-2010, the department's consolidated planned spending is anticipated to be \$90,447.7 million, which represents an increase of \$3,322.0 million from the 2008-2009 planned spending. The major changes are as follows:

- a net decrease of \$48.2 million in operating expenditures, mainly due to reductions in funding for the following initiatives:
 - o \$22.2 million for the Homelessness Partnering Strategy which was approved for two years;
 - o \$6.3 million for surveys for which contractual requirements are reduced in 2009-2010;
 - o \$3.6 million for Understanding the Early Years;
 - o \$3.3 million related to the EcoAuto Rebate Program;
 - \$2.6 million in Trades and Apprenticeship Strategy;
 - \$2.5 million in Aboriginal Human Resources Development Strategy; and
 - o \$7.7 million for other items.
- a decrease of \$225.7 million in voted grants and contributions, mainly due to decreases related to the multi-year funding profile for the following initiatives:
 - o \$123.8 million for the Homelessness Partnering Strategy, which was approved for two years;
 - o \$37.3 million in Targeted Initiative for Older Workers:
 - o \$22.5 million in Aboriginal Human Resources Development Strategy;
 - o \$12.0 million in Enabling Fund for Official Language Minority Communities;
 - o \$9.2 million in Aboriginal Skills Employment Partnership:
 - o \$9.1 million in Workplace Skills Initiative;
 - o \$8.9 million in Foreign Credential Referral Office; and
 - o \$2.9 million for other items.
- an increase of \$1,551.7 million in statutory payments mainly related to:
 - o \$1,500.0 million for Elderly benefits which include Old Age Security (increase of \$1,198.0 million), Guaranteed Income Supplement (increase of \$278.0 million) and Allowances (increase of \$24.0 million);
 - o \$50.0 million for the Registered Disability Savings Plan;
 - \$10.0 million for the Universal Child Care Benefits:

- o \$7.0 million for the Canada Learning Bond;
- o \$3.0 million for the Canada Education Savings Grant;
- o \$1.0 million for Federal Workers' Compensation;
- o offset by decreases of \$16.0 million in Canada Student Loans Program and of \$3.3 million in contribution to employee benefit plans.
- a net decrease of \$173.1 million in non budgetary payments for loans disbursed under the Canada Student Financial Assistance Act which is primarily due to the impact of loan reimbursements from borrowers in the loan portfolio;
- an increase of \$594.7 million for the Employment Insurance Account mainly due to an increase in forecasted El Part I benefits:
- an increase of \$1,625.2 million to the Canada Pension Plan mainly due to an increase in forecasted Canada Pension Plan benefits of \$1,622.1 million; and
- a decrease of \$2.6 million in the payments and other charges related to the Government Annuities Account.

Planned Spending 2009-2010 to Planned Spending 2010-2011

For 2010-2011, the department's consolidated planned spending is anticipated to be \$94,151.8 million, which represents an increase of \$3,704.1 million from the 2009-2010 planned spending. The major changes are as follows:

- a net decrease of \$1.6 million in operating expenditures;
- a decrease of \$49.2 million in voted grants and contributions, mainly due to decreases related to the multi-year funding profile for the following initiatives:
 - \$20.9 million for Workplace Skills Initiative;
 - \$13.5 million for the Enabling Accessibility Fund;
 - o \$9.9 million in Aboriginal Human Resources Development Strategy;
 - o \$4.1 million for Kativik Regional Government; and
 - o \$0.8 million for other items.

- an increase of \$1,645.4 million in statutory payments mainly related to:
 - o \$1,592.0 million for Elderly benefits which include Old Age Security (increase of \$1,279.0 million), Guaranteed Income Supplement (increase of \$290.0 million) and Allowances (increase of \$23.0 million);
 - o \$45.0 million for the Registered Disability Savings
 - \$7.0 million for the Canada Learning Bond; and
 - o \$5.0 million for the Universal Child Care Benefits;
 - o \$2.0 million for the Canada Education Savings Grant;
 - \$2.0 million for the Federal Workers' Compensation;
 - o offset by a decrease of \$7.6 million in the Canada Student Loans Program.
- a net decrease of \$115.6 million in non budgetary payments for loans disbursed under the Canada Student Financial Assistance Act which is primarily due to the impact of loan reimbursements from borrowers in the loan portfolio;
- an increase of \$487.9 million for the Employment Insurance Account mainly due to an increase in forecasted Employment Insurance Part I benefits of \$480.0 million:
- an increase of \$1,739.6 million to the Canada Pension Plan mainly due to an Increase in forecasted Canada Pension Plan benefits of \$1,738.1 million; and
- a decrease of \$2.4 million in the payments and other charges related to the Government Annuities Account.

Financial and Human Resources

Summary Information

	Planned Spending		
	2008-2009	2009-2010	2010-2011
Financial Resources (in millions of dollars)			
Operating Expenditures (gross)	2,613.2	2,540.1	2,538.4
Voted Grants and Contributions	1,736.8	1,511.2	1,461.9
Statutory Grants and Contributions	37,231.5	38,805.4	40,453.8
Total Gross Expenditures	41,581.5	42,856.7	44,454.1
Loans disbursed under the Canada Student Financial Assistance Act	906.3	733.2	617.6
Canada Pension Plan Benefits	29,105.9	30,728.0	32,466.1
Employment Insurance Part I - Income Benefits	12,827.0	13,435.0	13,915.0
Employment Insurance Part II - Employment Benefits and Support Measures	2,136.3	2,136.3	2,136.3
Government Annuities and Civil Service Insurance Payments	42.3	39.7	37.3
Total HRSDC	86,599.3	89,928.9	93,626.4
Other Departmental Costs			
Employment Insurance Doubtful Accounts	106.0	111.0	115.0
Employment Insurance Administration Costs - Other Government Departments	227.4	213.2	214.9
Canada Pension Plan Administration Costs - Other Government Departments	292.4	296.0	298.9
Workers' Compensation and Public Access Programs Sector Recoveries	(99.4)	(101.4)	(103.4
Consolidated Total	87,125.7	90,447.7	94,151.8
Human Resources			
Full Time Equivalents	24,215	23,882	23,938

Planned Spending (in millions of dollars)

2008-2009 2009-2010 2010-2011

Policy, Research and Communications	185.2	168.3	168.3
Strategic Outcome: Enhanced Canadian productivity and partic			
competitive workplaces and access to learning			
Labour Market	16,375.7	16,899.5	17,361.9
Workplace Skills	273.8	259.8	240.3
• Learning	2,096.6	1,921.5	1,808.4
Sub-Total	18,746.1	19,080.8	19,410.6
Strategic Outcome: Safe, healthy, fair, stable, cooperative, prod standards	uctive workplaces and effective	ve international	labour
• Labour	271.4	280.9	285.1
Strategic Outcome: Enhanced income security, access to oppo- communities	ortunities and well-being for in	dividuals, famili	ies and
Social Investment	63,028.0	66,193.8	69,549.9
Social Investment Children and Families	63,028.0 2,488.2	66,193.8 2,499.1	,
			2,504.3
Children and Families	2,488.2	2,499.1	2,504.3
Children and Families Housing and Homelessness ^{a,b}	2,488.2 165.6 65,681.8	2,499.1 1.2 68,694.1	2,504.3
Children and Families Housing and Homelessness ab Sub-Total	2,488.2 165.6 65,681.8	2,499.1 1.2 68,694.1	2,504.3 1.2 72,055. 4
Children and Families Housing and Homelessness ab Sub-Total Strategic Outcome: Achieve better outcomes for Canadians thr	2,488.2 165.6 65,681.8 ough service excellence (Serv	2,499.1 1.2 68,694.1 ice Canada)	2,504.3 1.2 72,055. 4 598.2
Children and Families Housing and Homelessness ab Sub-Total Strategic Outcome: Achieve better outcomes for Canadians thr Seamless, Citizen-Centred Service	2,488.2 165.6 65,681.8 ough service excellence (Serv	2,499.1 1.2 68,694.1 ice Canada)	2,504.3 1.2 72,055. 4 598.2 876.0
Children and Families Housing and Homelessness ab Sub-Total Strategic Outcome: Achieve better outcomes for Canadians thr Seamless, Citizen-Centred Service Integrity	2,488.2 165.6 65,681.8 ough service excellence (Serv 602.2 880.2	2,499.1 1.2 68,694.1 ice Canada) 595.9 876.2	69,549.9 2,504.3 1.2 72,055.4 598.2 876.0 232.8 1,707.0

 $^{^{\}rm a}$ A new program, the Homelessness Partnering Strategy, was announced in December 2006 and is funded for two years (2007–2008 and 2008–2009).

^b Within the portfolio, Human Resources and Social Development Canada focuses on Homelessness and Canada Mortgage and Housing Corporation focuses on housing. The Program Activity Architecture will be updated at the earliest opportunity to reflect this.

2008-2009 Departmental **Priorities**

The priorities of HRSDC for 2008-2009 are grouped under three main categories.

- · Policy and programs
- Service delivery
- Management priorities

The focus of these priorities is a result of an ongoing assessment of the economic, social, policy and operating environment in which the department operates.

Policy and Programs

HRSDC has an important role to play in ensuring Canadians are provided the flexibility and opportunity to reach their full potential and participate to their fullest in a competitive and productive economy. It also has a role to play in supporting the most vulnerable Canadians that cannot work.

Over the past decade and a half, Canada has experienced sustained and widespread economic growth, which has resulted in overall strong job creation. This continued strength in the Canadian economy has provided opportunity to Canadians, increased employment rates and contributed to significant declines in poverty rates.

However, major factors on the economic landscape, such as increasing global competition and the accelerated pace of technological change, as well as social changes including the aging and increased diversity of the Canadian population and changes in form and roles of families are creating significant challenges that continue to drive the priorities of the department.

Context

A rising global demand for many of the industrial materials that Canada exports, especially energy, has pushed the prices for these goods higher, increased income and spurred major new investments in Canada's resource sector. The shift of manufacturing to low-cost economies, China in particular, has driven down prices and increased real purchasing power. The significant and rapid appreciation of the Canadian dollar compared to its American counterpart contributed to further lowering the prices of consumer goods

for Canadians and improving purchasing power. Furthermore, this appreciation has allowed Canadian businesses to import productivity-enhancing business machinery and equipment at lower prices. The emergence of China (and, to a lesser degree, India) has also opened up large markets for Canadian goods and created new business opportunities for Canadian firms.

Strong job creation has led to the lowest national unemployment rate in over 30 years. This fuels further income and expenditure growth by Canadians. However, the pace of job creation has started to test the limits of the Canadian population to provide the necessary workers. An increasing number of firms are reporting that they are unable to find all the workers they need, and not just high-skilled workers, in spite of the fact that labour force participation is near an all-time high.

This rising tide of growth and job creation since the mid-1990s has benefited younger and older workers in particular, who were among the hardest hit by the economic slowdown of the early 1990s. Vulnerable groups such as Aboriginal peoples, people with disabilities, lone parents and immigrants, have nevertheless also seen their employment prospects improve since the mid-1990s despite the fact that labour force participation and employment rates remain lower than the national average.

It is important to note that there were uneven regional and sectoral impacts reflecting the country's diverse regional economic structures and that the benefits of a strong economy have not been equally shared by Canadians of varying backgrounds. On the one hand, most sectors in the West have been booming, as a result of soaring energy prices, and strong business investment in new sources of supply. On the other hand, certain sectors located chiefly in central Canada and in rural regions in British Columbia, have suffered from the appreciation of the Canadian dollar and higher energy costs. For example, the Canadian manufacturing sector continues to shed jobs as a result of the rising dollar and falling international prices for manufactured goods. Forestry has also been adversely affected by the higher Canadian dollar and by the burgeoning troubles in the U.S. housing market.

As a result, strong growth has led to increases of per-capita personal disposable income but increases in hourly wage rates have grown at a much slower

pace. Particularly worrisome is the fact that real average annual earnings of the bottom 50 per cent of earners have remained virtually unchanged since 1976.

Some families have made gains, in large measure, through rising employment opportunities. The continued increase of family work effort in paid employment that stems from the increased labour force participation of women and the commensurate increase in dual-earner families have resulted in modest income gains. Gains were made even among the bottom 50 per cent of families, which has contributed to reducing the rate of low-income among children. Despite these gains, many Canadians have not managed to break free from poverty. In fact, many Canadians remain vulnerable, among them adults with disabilities, recent immigrants, Aboriginal . peoples, and lone parents. And they are not alone. A significant number of Canadians continue to experience poverty despite considerable work effort and consistent attachment to the labour force.

In the face of an aging society, increasing pressure will also be placed on families to meet their caregiving responsibilities. In this context, attention will need to be given to supporting Canadians who are engaged in these activities to ensure that they can adequately balance these responsibilities while maintaining their capacity to fully participate in the economic and social fabric of Canadian society.

Going forward, improving the opportunities for all Canadians by helping them to acquire the skills and knowledge that they require will not only raise the overall productivity of the workforce but also ensure that they can seize opportunities, share in Canada's future prosperity and become more self sufficient. Additionally, increasing choice through supports for Canadians and their families that help relieve some of the time and financial pressures Canadians face will build resiliency and increase independence.

Aboriginal people often face multiple barriers to their successful labour market participation – including low literacy and essential skills and access to training or education required by employers. The Aboriginal population is also young and growing at a much faster rate than the general Canadian population (a 22% increase between 1996 and 2001), particularly in the North and West, with a large majority living in Western Canada. ¹ The population growth is most

rapid among the age group seeking work skills, post-secondary education and first jobs. It is estimated that about half of all Aboriginal people are under the age of 25 and that over the next twenty years about 400,000 Aboriginal people will be ready to enter the workforce.

In Canada there are 3.6 million Canadians or 12.4% of the population that have a disability. This includes 181,000 children, 1.5 million seniors and 1.9 million working-age adults. These numbers are expected to increase as the population ages. Canada is not fully benefiting from the employment potential, skills and talents of people with disabilities, and people with disabilities in Canada are not living to their fullest potential: 44% of people with disabilities were participating in the labour market, compared with 74% of people without disabilities. Another concern is that many people with disabilities live in poverty (23% of people aged 16–64 with disabilities lived in low income, compared to 14% of people without disabilities in 2001).

Strong economic growth and job creation have been accompanied by significant changes in the workplace. These changes are rooted in a number of factors. First, globalization has produced competitive pressures but also great opportunities. These pressures lead employers to seek flexibility to adjust their workforce size in response to shifting conditions and cause employees to seek increased job security. And both Canadian employers and workers want protection from undercutting by companies in other countries that may be tempted to gain a competitive edge by violating their own workers' labour rights.

Second, demographic changes – notably the growth in dual-income families, Canada's rising diversity as a result of immigration, the aging population and tight labour market, and growing elder care responsibilities – have increased worker demands for flexible work arrangements, a workplace that accommodates diversity, and work-life balance. At the same time, these changes have contributed to employer concerns about recruiting and retaining a qualified and motivated workforce.

Third, technological advancements have facilitated responses to employers' needs with respect to productivity and worker needs for flexibility – by allowing employees to produce more quickly

¹ 2001 Census: analysis series Aboriginal peoples of Canada: A demographic profile, Statistics Canada

² 2001 Participation and Activity Limitation Survey, Statistics Canada

and, sometimes, from a larger number of locations but have also been perceived as aggravating pressures on work-life balance

One result of such factors is growth in non-standard employment. Self-employed, part-time, and temporary workers now account for about 32 percent of the Canadian workforce. A disproportionate share of these workers has low earnings and limited or no access to non-wage benefits, and many may not be covered by labour legislation, even though they may be similar to regular employees in that they are economically dependent on a single client. Another impact has been an increased emphasis in Canadian workplaces on strategies that help attract and integrate individuals from a wide range of backgrounds and with a variety of needs; examples include policies related to work-life balance, employment equity, and disability management/ return-to-work.

Another consequence of these factors has been the need for employers, unions, and employees to work together to ensure that Canadian workplaces are able to respond to a rapidly-changing environment in ways that provide flexibility to employers while protecting the rights and working conditions of employees. This, in turn, requires heightened emphasis, attention, and skills in negotiations and problem-solving. A final effect has been increased attention, in the context of trade liberalization, to the importance of enhancing respect for, and application of, core international labour standards.

Canada's ability to attract new immigrants in the past has been a strong mitigating force to counterbalance slowing labour force growth. For some time now, immigrants have been an important source of labour force growth. Canada is now facing increased competition for skilled labour from a growing number of countries including China and India and is also facing challenges in retaining skilled immigrants who are already established in Canada. It is expected that due to a smaller labour pool in coming years, employers will face increasing competition to hire and retain workers, particularly those considered skilled workers.

In this context, it is important to note that too many immigrants continue to face challenges in adapting to the Canadian setting, and many immigrants have difficulties integrating into the Canadian workforce. Their employment rates are still below those of other Canadians, and their relative earnings, particularly

for the university-educated, are lower. Credential recognition is an important component to immigrants' ability to find rewarding work and to integrate into Canadian society. A lack of adequate literacy skills in Canada's official languages also represents a significant challenge for many immigrants entering the Canadian labour market.

Although Canada's productivity performance has improved somewhat since 1997, productivity growth and level still lag considerably behind that of the United States and most other G7 countries. Productivity growth requires a continued investment in a highly skilled and adaptable workforce. Economies endowed with a skilled labour force are better able to create and make effective use of new technologies. Despite having one of the most highly educated workforces and the highest share of post-secondary degree holders in all of the OECD; other countries are quickly catching up and some countries already perform better in certain categories.

In addition, the educational attainment of certain sub-groups of the population is still lagging. High school completion rates among Aboriginal people, for example, are quite low and this constitutes a major barrier to their success in society and in labour markets. A substantial portion of Canada's adult population does not have the literacy and numeracy skills to cope with the demands of everyday life and work in an advanced society. Some of these individuals are older, less educated people who will be approaching retirement age. Others are younger and better educated, but in need of skills upgrading. Another group facing challenges with regard to skills is highly-educated recent immigrants who display low levels of official language skills.

Too many families, particularly those headed by loneparents, are increasingly relying on the shelter system and an estimated 65,000 youth are homeless. For many, homelessness is the result of a combination of serious financial problems, unemployment and family instability or abuse. Some, particularly among the chronically homeless, suffer from mental health or substance abuse problems.

Associated Risks

The growing and diverse range of funding instruments and service delivery partners poses a risk to the Department's ability to enhance delivery of responsive . policies, programs and services to Canadians.

The Department is responsible for the administration and delivery of a wide range of statutory programs and services across a broad mandate, in addition to providing Canadians with access to a full range of government services and benefits. Public expectations for increased accountability, effective programs and efficient service continue to rise and require effective dialogue, consultation and outreach.

Grant and contribution programs are an important instrument for the Department to achieve its objectives. As a result of the Blue Ribbon Panel and other review mechanisms, efforts continue to determine the optimal model to create a modern and coherent department-wide strategic approach to assessing, managing and mitigating grant and contribution program risks, balanced with program effectiveness and accountability.

Challenges remain in ensuring communication and flow of information between the policy development, program design and service delivery dimensions of the Department's activities. HRSDC's relations with provinces and territories will be influenced by the federal government's new approach to provinces and territories for post-secondary education and training, new labour market agreements and other social policy priority areas. The infrastructure capacity of provinces and territories, and the sustained engagement to ensure a flow of information in support of program outcomes and accountability, could affect the Department's ability to implement effective policies and meet Canadians' expectations.

To respond to these challenges effectively, the Department establishes and maintains productive partnerships to ensure greater coherence of the national labour market and social development agenda and to effectively deliver on government priorities.

Service Canada is also working to develop and implement client driven service strategies to improve and ensure uninterrupted delivery of core services such as Employment Insurance, Canada Pension Plan, and Old Age Security, as well as increase the performance of its service delivery channels, supported by better information management and the use of technology.

Finally, HRSD continues to review its performance measurement framework to support effective accountability and public reporting.

Priorities for 2008-2009

In this complex environment, HRSDC plays an important role in ensuring that Canada's economy remains competitive and productive, and that Canadians can participate in the economy and society. In 2008–2009, the Department will focus its efforts on: strengthening the knowledge advantage that will drive economic growth in years to come; and ensuring measures are in place to support children, families and those who are most vulnerable in society.

Building the Knowledge Advantage

In 2006, the Government launched Advantage Canada: Building a Strong Economy for Canadians, a long-term, economic plan for Canada. HRSDC is contributing to this plan through the implementation of the Knowledge Advantage agenda, which sets a goal for Canada to achieve the best-educated. most-skilled and most flexible workforce in the world. The Department will contribute to this by facilitating increased participation of Canadians and new immigrants in the labour market, continuing to achieve a higher quality and more productive workforce through better access to skills development and education, and by facilitating labour market adjustments through mobility, as well as providing Canadians with access to timely and accurate labour market information.

The Department recognizes that it cannot achieve its objectives by working alone. It must continue to work in collaboration with provinces, territories, partners and key stakeholders building on each others' strengths and capacity to deliver results for Canadians. As set out in Budget 2007, a key feature of this approach is the implementation of a new labour market training architecture with provinces and territories, which recognizes that provinces and territories are best placed to design and deliver labour market training to most Canadians. Accordingly, the Department is pursuing a three part approach: working towards the full transfer of El Part II programming to provinces and territories; negotiating new labour market agreements; and exploring the feasibility of transferring existing federal labour market programs to provinces and territories.

Further, HRSDC will support government commitments to improve the governance and management of the Employment Insurance (EI) Account, ensuring the Program continues to help

Canadian workers to adjust to changing labour market conditions, as well as operate in an effective and efficient manner.

The Department will support workplace training for Canadians by working with provinces, territories and the private sector to make training and skills development more widely available to Canadian workers and better aligned with the needs of the economy. HRSDC will continue to encourage skills development and training in Canadian workplaces and to invest in the development of tools and other support mechanisms to raise literacy and essential skills of Canadians.

The Department will continue to work closely with other federal departments and industry stakeholders to develop strategies to adjust to changing circumstances, including in traditional industries and helping communities take advantage of existing and emerging opportunities. It will also improve the quality of industry-driven approaches with regard to workplace skills by supporting sectoral initiatives and developing the next phase of the Trades and Apprenticeship Strategy.

Enhancing skills of Aboriginal people will also be a focus for HRSDC. The department will strengthen partnerships which help Aboriginal people obtain the skills and training they require, thereby enabling them to take advantage of job prospects in the North and across Canada. It will also develop options for a new Aboriginal labour market strategy for implementation in April, 2009.

In order to address the new realities of the changing labour market, including the potential need for improved training and enhanced income support, the Expert Panel on Older Workers was asked to examine potential measures to help older workers. To this end, the Department will respond to the Report from the Expert Panel.

Given the slow labour force growth that is anticipated in the future, HRSDC will respond to industry's growing demand for skilled labour by further exploring ways to facilitate the labour market integration of foreign-trained workers, facilitating the entry of temporary foreign workers while improving our capacity to monitor compliance with regulatory requirements, reducing barriers to mobility (including skilled trades), and helping Aboriginal people to obtain the skills and training they require.

The department's work will also continue to promote access to higher education. To this end, the Department will complete its review of the Canada Student Loans Program (CSLP) and develop proposals to improve the delivery of financial assistance to students. The review seeks to simplify CSLP instruments, make them more effective, and ensure integrated administration and efficient delivery. In addition to this work, a number of reviews have been undertaken to assess the Canada Millennium Scholarship Foundation's performance, effectiveness and success in achieving its mandate.

To further support learners, Budget 2007 increased Canada Social Transfer funding to provinces and territories, starting in 2008-2009, to strengthen the quality and competitiveness of Canada's postsecondary education system. The Department recognizes that parents across this country face challenges paying for post-secondary education. It will therefore take measures to implement improvements, announced by the government, to Registered Education Savings Plans in order to encourage parents to save.

The Department also supports Canada in international trade. It is widely recognized that labour issues lie at the centre of the debate over international economic integration. Progress on the international trade agenda is increasingly tied to developing meaningful international criteria to improve compliance with internationally recognized labour standards. The Labour Program will work to ensure that labour policy and programs respond to evolving worker-employer relations and workplace and economic realities. In this regard, expert advice will be sought on the causes and impacts of work stoppages and options for reducing their frequency and duration. Robust Labour Cooperation Agreements will be negotiated and implemented in the context of free trade accords, to protect workers' fundamental rights and ensure a level playing field for Canadian companies.

Supporting Children, Families and Vulnerable Canadians

Key to Canada's increasing prosperity are the hard-working Canadians that fuel the strong economic growth that the country has experienced. The Department plays a central role in supporting Canadians and their families, especially vulnerable families, and families under financial and time

pressures. Enabling Canadians by providing effective tools and support helps them to make the best choices for themselves and their families.

As such, a significant portion of departmental resources are invested in providing Canadians with the opportunities and supports they need. HRSDC and Service Canada work together to deliver a broad range of programs and services to support the Government's commitment to invest in families and to help those seeking to break free from the cycles of homelessness and poverty.

As families are the building blocks of society, HRSDC will continue to provide support to families through the Universal Child Care Benefit to allow Canadians choice in child care and provide families with direct financial assistance regardless of family income or place of residence. These investments are complemented by the Government's decision to provide funding to provinces and territories through the Canada Social Transfer to create child care spaces, as outlined in Budget 2007. Recognizing the important multiple roles families play in providing for one another, the Department will also look at ways of providing better support to Canadians that care for seniors or disabled family members.

A key objective of the government is to ensure all Canadians benefit from positive economic conditions and enjoy a high standard of living. To this end, the Department will continue to work on the development of a Canadians with Disabilities Act. Activities to implement other Budget 2007 commitments for persons with disabilities will continue, including the development of a Registered Disability Savings Plan, Canada Disability Savings Grant, Canada Disability Savings Bond, as well as establishing the Enabling Accessibility Fund.

Significant efforts will also be made to explore long-term solutions to homelessness in Canada. Through the Homelessness Partnering Strategy, the department will put in place measures to create transitional and supportive housing and to improve programs and services to help homeless people become self-sufficient. Under this Strategy, the federal government offers the provinces and territories the opportunity to enter into bilateral arrangements to improve collaboration between the two levels of government. An amount of \$269.6 million will be invested over 2 years to deliver on this commitment.

Finally, seniors represent a growing proportion of the Canadian population. Over the next year, HRSDC will work with Health Canada and the Secretary of State for Seniors to support the National Seniors Council in their work on all matters related to the well-being and quality of life of seniors, including the opportunities and challenges arising from a rapidly growing and increasingly diverse aging population. The Department will also lead on the development and implementation of new measures to address the growing problem of elder abuse in Canadian communities.

HRSDC will continue to work collaboratively with its partners to deliver an expanded New Horizons for Seniors Program which provides funding to support projects across Canada that help ensure seniors are able to benefit from, and contribute to, the quality of life in their community through their social participation and active living. The Program accomplishes its' objectives through three separate streams: Community Participation and Leadership, Capital Assistance funding, and Elder Abuse Awareness funding.

The Department will implement measures to protect reservists' employment in federally-regulated workplaces and provide relief from Student Loan payments for student reservists while they are serving in the military. The Wage Earners Protection Program, which provides workers with wages owed to them when their employers go bankrupt or subject to receivership, will also be implemented.

Service Delivery

Context

Service Canada is responsible for the delivery of significant government programs or support for Canadians such as Employment Insurance, Canada Pension Plan and Old Age Security – which includes Guaranteed Income Supplements, as well as a broad range of smaller programs and services for HRSDC and other government departments such as Passport Canada and Indian Residential Schools Resolution Canada.

The Department's service environment is largely influenced by Canadians' values and expectations. Service matters to Canadians - overall quality affects citizens' satisfaction and the level of confidence they have in governments and in public services. Recognizing this, Service Canada will continue to implement a one-stop, integrated government services approach.

In terms of accessing information and services through various channels — in person, by phone, by mail and via the Internet - Canadians expect to be able to choose alternate service delivery channels to suit their needs. Also, recent efforts to reach out to rural and remote communities have proven popular with Canadians, based on the 2006 Service Canada Awareness Baseline study, 89% of Canadians surveyed support this direction.

Canadians also have increasingly strong expectations about the government's ability to deliver improved services. Canadians value accuracy, understanding and reliability as the most important features of service quality. Staff and information quality, access and speed of service, as well as new and innovative ways to provide information to citizens also appear to be among the top satisfaction drivers.

Although the Government of Canada has made great strides in improving service quality and in delivering programs and services more efficiently, further improvements in these areas remain a key priority.

Associated Risk

The important role that IT plays in supporting departmental priorities means that the Department must manage the risk that the existing information technology infrastructure and recovery capability might not be adequate to ensure continued quality front-line service delivery to all Canadian citizens.

The Department is committed to deliver its programs and services more efficiently through the use of information technology. In collaboration with its service partners, Service Canada provides Canadians with access to more than 60 government programs and services across multiple service delivery channels, while ensuring the privacy and protection of sensitive information, including securing information technology (IT) channels and equipment. The Department's aging IT infrastructure could affect the ability to meet client expectations for high level service delivery.

The Department will finalize the information technology plan aligned to strategic plans and priorities and ensure effective management of IT investments. The Department will also ensure that business resumption and recovery capabilities are sufficient to mitigate the potential risk of systems problems. Service Canada will develop and execute a renewal road map in order to modernize its technology infrastructure and associated software applications.

To achieve a more effective, efficient, and streamlined state of processing and payment services to citizens, Service Canada is implementing greater automation in its information systems for payment and service delivery processes. Better risk management and information sharing with partners will also ensure that Canadians have trust in the security and confidentiality of the information used in delivering programs.

Priorities for 2008-2009

Providing the highest level of services to Canadians

Canadians benefit from programs and services that are easy to find, deal with and access. Service Canada is committed to improving service to Canadians by putting the citizen at the centre of how government delivers services and by providing service in the official language of their choice.

Service Canada is dedicated to improving the delivery of services to Canadians. This includes enhancing the quality of service delivery, while improving the cost-effectiveness of operations. Service Canada will continue to focus on improving the delivery of Employment Insurance, Canada Pension Plan and Old Age Security through the on-going simplification and standardization of automated processes, in order to transform into a world-class service delivery organization with a national and virtual processing network. This work will be supported by stronger information management practices and the use of technology. Further, better risk management and secure information sharing with partners will ensure that Canadians have trust in the security and confidentiality of the information used in delivering programs.

Finally, the Labour Program's delivery of services across Canada related to occupational health and safety, labour standards, employment and pay equity, fire safety, and injury compensation will be enhanced through full implementation of a reorganization that creates a dedicated senior official responsible for directing those activities and through efforts to modernize compliance strategies.

Management - Stewardship and Accountability

Context

Canadians demand accountable and effective spending of their tax dollars. HRSDC is committed to adopting measures that strengthen financial stewardship of the Department through, strengthened comptrollership, a greater emphasis on results and outcomes, and audits and evaluations that demonstrate value for money to Canadians. From a management perspective, the context in which the Department is called to operate is affected by the existing legislative framework as well as a number of other factors, namely the Federal Accountability Act (FedAA), the renewal of the government's Expenditure Management System and annual assessments against the Management Accountability Framework.

A key feature of the FedAA is the provision that designates deputy ministers as accounting officers for their departments, within the framework of ministerial accountability. Deputy ministers are accountable before committees of Parliament to answer questions related to the following management responsibilities:

- the measures taken to organize the resources of the department to deliver departmental programs in compliance with government policies and procedures;
- the measures taken to maintain effective systems of internal control in the department;
- the signing of the accounts that are required for preparation of the Public Accounts; and
- the performance of other specific duties assigned to him or her by the FedAA or any other act in relation to the administration of the department.

The Expenditure Management System renewal supports the objective of making the best use of taxpayers' money. Focusing spending on Government priorities and delivering results to Canadians are key benefits expected from the Expenditure Management System renewal. This renewal is intended to provide a framework for departments to improve the management of spending, ensure that programs and services effectively and efficiently achieve results, and provide ongoing value for taxpayers' dollars.

The government also relies upon the Management Accountability Framework as an oversight mechanism for the Treasury Board Secretariat to monitor and assess management priorities of departments. The Management Accountability Framework defines the conditions that need to be in place to ensure government is well-managed and relies on annual assessments of departments to identify areas of weaknesses, to which departments respond with specific management improvement action plans.

In recent Management Accountability Framework assessments, TBS has commended HRSDC for its work in the areas of: change management and human resources management capabilities in support of organizational transformation, evaluation, and the executive performance management process. More specifically, the areas for improvement include governance in an environment of organizational change, progress on meeting diversity targets for its employees, the development of a long-term capital plan, and the Information Management and Information Technology network and its legacy systems.

Associated Risk

The Department needs to manage the risk associated with the Department's capacity to exercise appropriate governance and oversight of financial resources within an environment of transformation.

With a budget of \$87 billion dollars covering statutory programs, as well as grants and contributions, financial stewardship and accountability are ongoing areas of potential risk exposure. The Department continues to implement the Chief Financial Officer model to oversee financial matters, works towards improving our internal control framework on a path to preparing for audited financial statements in the future, and continues work to demonstrate the value of its investments in programs and services, both internal and external. In the coming years, the Department needs to manage significant infrastructure investments including replacements for its corporate management systems.

In line with the Government's efforts to renew the current Expenditure Management System, the Department will identify program efficiencies and effectiveness in support of Government priorities, and improve capacity to improve results. Ongoing implementation of the new Internal Audit Policy and the development of a new Evaluation Policy also place new demands on program administration, development and accountability.

HRSDC will continue to strengthen the stewardship of its financial resources. The implementation of HRSDC

Chief Financial Officer position and the supporting Branch infrastructure will strengthen the overall stewardship of departmental resources and will provide support to the Deputy Minister in her role as the Accounting Officer for the Department, A Portfolio Senior Management Board was created in November 2007 to provide strategic oversight and direction for management issues that affect HRSDC. Service Canada and the Labour Program in order to provide a coherent and consistent approach across activities. Also, the Department is developing a Long-term Capital Plan and is implementing a more thorough investment process, including a strong business case for accessing funds for major transformational investments.

Priorities for 2008-2009

In 2008-2009, the department's financial stewardship capacity will be further strengthened to provide the necessary foundation to support the Deputy Minister in her role as Accounting Officer. The Department will also continue to work towards full implementation of the TBS Policy on Internal Audit by April 1, 2009, including the creation of an external, independent audit committee.

The development of more efficient and effective programs will continue to be supported by extensive research and knowledge management functions and a broad expertise base with respect to human resource and social development issues. Efforts to further strengthen an already capable research, audit and evaluation capacity will contribute to a better understanding of program effectiveness and options for ongoing improvement.

A key feature of the Expenditure Management System renewal is for departments to report regularly on program results and achievements in a clear and transparent fashion. During 2008-2009, HRSDC will continue to strengthen its performance measurement framework and performance indicators by providing performance measurement training across the Department and Service Canada and facilitating the development of program level performance measurement frameworks.

The Department will further streamline the management of grants and contributions by balancing accountability and reporting burden, while ensuring program efficiency and effectiveness is well established. More specifically, as one of a select few 'vanguard' departments in support of the recommendations of the Independent Blue Ribbon Panel for Grants and Contributions Modernization, HRSDC will continue

implementing its three-vear departmental Action Plan to further improve management and administrative practices and reduce the administrative burden on stakeholders and recipient organizations, as well as increase consistency and coherence of grants and contributions funding approaches.

The Department will also continue to implement measures to deliver savings through increased attention to program integrity and reduced level of complexity in accessing programs and services. Key objectives in this area are to further decrease the paper burden on employers and ease the administrative burden on taxpayers, without compromising program integrity.

HRSDC is working on an overall Information Management Strategy to complement the recently introduced Treasury Board policy with tools, best practices and awareness training.

Work will also begin to replace the aging Corporate Management System with a more effective Enterprise Resource Planning solution that will meet the increasingly demanding requirements of the management environment in the years to come.

Management - Human Resources

Context

Human resource (HR) management is critical to building, retaining and developing the workforce that will sustain the Department's ability to deliver well managed programs and quality service in the future. A key goal of the Department's work will be to develop HRSDC into an organization which will be recognized as a Centre of Excellence in matters relating to human resources and social development. To this end, HRSDC will work to become an organization that provides employees with the best working environment possible — where our culture, integrity, respect and innovation means we attract and retain the very best.

In his 2007 Report to the Prime Minister, the Clerk of the Privy Council outlined broad priorities in support of his renewal agenda for the Public Service. Enhancing the Department's capacity to do integrated human resources and business planning is consistent with one of the priorities set out by the Clerk. Emphasis will be placed on better integrating human resources considerations and challenges with business planning

processes, with a view to sustaining an effective and competent workforce and meeting the Department's objectives.

Recruiting competent candidates to renew its aging workforce and retaining skilled employees are ongoing activities of the Department. HRSDC must take proactive steps to respond to labour market trends pointing to long term shortages in skills and knowledge on which the Department relies. Fuelled by fewer entrants into the labour market and increasing numbers of employees eligible to retire, it will be a challenge for the Department to fulfill its HR requirements. Also, improving the representation of designated groups remains an ongoing priority for the Department.

Rapidly increasing workforce availability of visible minorities results in a commensurate need for the Department to adopt accelerated strategies to attract and retain designated groups under the Employment Equity Act.

Associated Risk

The risk that the Department may not be able to ensure sustainable leadership and a skilled and knowledgeable workforce to successfully deliver on its mandate and meet Canadians' expectations for accountable and responsive programs and services.

Like other departments and Canadian businesses, HRSDC faces risks in the loss of leadership and skills capacity in key areas that impinge on its ability to deliver its policies, programs and services such as policy analysts, program advisors, labour affairs officers and mediators. The impending retirement of a high proportion of senior managers has implications on the development of leadership and managerial competencies to engage employees and achieve excellence. The Department's staff turnover, particularly in shortage occupational groups, continues to be a pressing challenge for managers and employees alike. For example, one of the conditions for Service Canada's success is to secure human resources flexibilities to address fluctuating workloads in support of its transformation initiatives.

Prompted by a "call to action" from the Clerk of the Privy Council to strive for excellence through Public Service Renewal, the Department continues to pursue its 3-year Human Resources Action Plan. Efforts also continue on building knowledge and succession planning.

To mitigate the risk of loss of corporate memory at the executive level, the Senior Management Committee will hold regular Strategic Talent Management discussions to strengthen leadership development in the EX group as well as feeder groups. Concerted attention is also paid to the development of competency profiles needed to achieve excellence, recruit a diverse workforce and implement learning plans based on competency profiles.

In addition, the Department continues to explore the current and emerging HR environment in order to better understand opportunities and barriers to effective recruitment. Through a workforce demographic analysis of the department's strengths and weaknesses and an understanding of the dynamics of today's labour market, the Department will be able to define performance measures that will enable comparative benchmarking and assessment of progress in human resource management over time.

Priorities for 2008-2009

Human resource (HR) management is critical to recruiting, retaining and developing the workforce that will sustain the Department's ability to develop policy and deliver well managed programs and quality service in the future. Building on the Public Service Renewal four pillars of integrated planning, recruitment, employee development and enabling infrastructure, the department will establish a multi-year Human Capital Management Framework, vital to effectively manage a dynamic and diverse workforce. This framework will also be composed of four elements: integrated human resource planning, recruitment and retention, organisational renewal and learning and development.

Given the HR management context outlined above, HRSDC will enhance its capacity to integrate human resources and business planning. Human resources considerations will be fully integrated into the department's business planning process, with a view to attracting and sustaining an effective and competent workforce capable of achieving the Department's objectives.

Recruitment activities will target key skills shortage areas including employees with knowledge of policy development, program management and service delivery. Enabling functions such as finance, human resources management, and communications will also be the focus of recruitment and retention activities. Particular attention will be focused on the development of strategies to increase the recruitment and retention of visible minorities, persons with disabilities and aboriginals at all levels of the organization.

The Department will implement an action plan designed to improve the timeliness of essential services related to compensation and employee benefits, classification and staffing. Actions will include streamlining of internal procedures and expanded use of electronic infrastructure.

To comply with the Official Languages Act, the department will implement a newly created corporate official languages training program to help employees attain the language proficiency they require for their positions and career progression. HRSDC will continue to target post-secondary recruitment in order to revitalize its workforce and increase attention on succession planning and recruitment of candidates to middle and senior management positions.

Performance management is critical to organizational success. The importance of feedback between managers and employees will be emphasized. We are targeting a 100% completion rate for learning plans. In support of these efforts we will develop a comprehensive Learning Policy that will help guide the required investments in learning and development of the departmental workforce.

Sustainability of the workforce also requires that we develop a better understanding of intergenerational challenges and opportunities. Understanding and implementing characteristics of a workplace of choice will enhance the Department's ability to attract and retain highly skilled and motivated staff.

As a component of the Human Capital Management Framework, HRSDC is committed to Organizational Renewal and fully implementing flexibilities under the *Public Service Modernization Act* such as expanding the delegation of human resources authority, new departmental policies and integrated planning to ensure that managers are well supported. Another key feature supporting this organisational renewal is to put in place an infrastructure that will support optimal organisational design, process transformation and automation.

Leadership development will focus on sustaining and enhancing the Public Service leadership competencies to enable them in meeting their accountabilities in terms of results achieved and the means by which they are attained. This revised indicator will be incorporated in the Performance Management Agreement of all senior executives. HRSD will strengthen leadership capacity by implementing an executive recruitment plan and an aggressive approach to succession planning by further developing and implementing an Aspiring Executive Development Program.

The department will focus on leveraging available technology as an enabler to improving Human Resources services. Specifically, the department will define the parameters for an Enterprise Resource Planning (ERP) project which will replace the current HR management information system. The department will also pursue short-term solutions that align to the ERP project and work in partnership with other government departments (e.g. adopting Agriculture Canada's Fast-Lane Staffing tool).

2008-2009 Departmental Priorities

Summary Table

Policy and Program Priorities

Building the Knowledge Advantage

- Implement à new labour market training architecture
- Improve governance and management of the El Account
- Address labour market challenges and opportunities faced by traditional industries
- Support labour market integration of foreign-trained workers and facilitate entry of temporary foreign workers
- Reduce barriers to mobility
- Help Aboriginal peoples to obtain skills and training
- Negotiate and implement labour cooperation agreements
- Modernize Federal Financial Assistance to students

Supporting Children, Families and Vulnerable Canadians

- Develop policies to invest in families and those seeking to break free from poverty
- Address issues facing people with disabilities through the development and implementation of initiatives such as the Canada Disability Savings Grant, Canada Disability Savings Bond and Enabling Accessibility Fund
- Develop transitional and supportive housing and improve programs that increase self-sufficiency
- Address seniors issues with a special emphasis on the issue of elder abuse and the implementation of the capital expansion component of the New Horizons for Seniors Program
- Protect Reservists' employment and implement the Wage Earner Protection Program

Providing the highest level of services to Canadians

- Focus on citizen centred service in the official language of choice
- Better cost management while enhancing quality of service
- Simplify, standardize and automate processes to transform service delivery
- Invest in risk management and secure information sharing
- Improve the delivery of financial assistance to students

Management Priorities

Stewardship and Accountability

- Demonstrate results and outcomes through new performance measurement strategies to address requirements of the Expenditure Management System
- Streamline management of grants and contributions and respond to the Blue Ribbon Panel on Grants and Contributions
- Support the Deputy Minister in role as Accounting Officer
- Decrease the paper burden on employers and ease administrative burden on taxpayers
- Improve IT investment and planning processes

2008-2009 Departmental Priorities

Summary Table (continued)

Human Resource Management

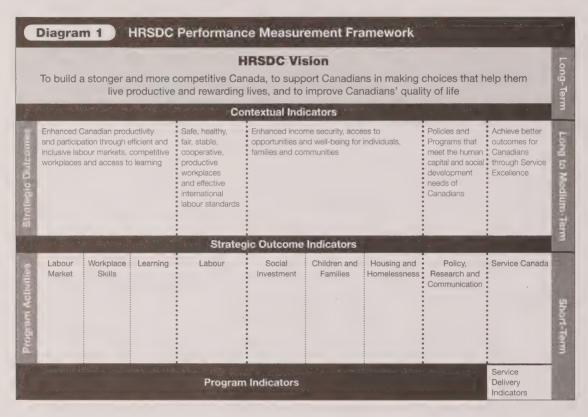
- Integrate HR considerations in business planning through a collaborative and partnering process that recognizes the current and future HR needs of the Department.
- Use post-secondary recruitment to address skills shortages as well as recruitment of middle and senior managers.
- Implement employee development activities as part of a retention strategy to maintain a skilled and knowledgeable workforce.
- Develop an organizational learning policy, to guide the required investments in learning and development of the workforce and deliver on commitment to service excellence.
- Expand the use of technology infrastructure and process transformation to support the modern and effective management of human resources.
- Meet employment equity and official language requirements.

Performance Measurement Framework

HRSDC is committed to measuring its performance, managing for results and reporting on its progress. To accomplish this, HRSDC has established a performance measurement framework that allows the Department to understand its operating environment, define clear performance expectations and track progress.

The performance measurement framework provides Parliament and Canadians with information to assess the Department's progress towards achieving results.

The Department's performance measurement framework, as depicted in Diagram 1 below, sets out two types of indicators: strategic outcome indicators and program indicators.



Accountability for Departmental Performance

Strategic outcome indicators reflect the ultimate results that the Department is striving to influence over the medium-to-longer term. It is important to note that while the strategic outcomes are within HRSDC's sphere of influence, the Department is not the sole contributor to their attainment. Other orders of government, other federal departments, key stakeholders and partners, as well as individual Canadians make important contributions.

Program indicators relate directly to the programs that the Department delivers. These indicators facilitate the setting of targets or objectives for the Department's programs and the monitoring of results. Most of these indicators are measures over which the Department exercises substantial control. Program indicators can be operational in nature and related to outputs and include client satisfaction, program access and reach, as well as measures of the impacts or results achieved by the program. Different from Strategic Outcome indicators, Program Indicators provide a mechanism through which the outcome of departmental actions can be acknowledged, identified and accountability can be applied. These indicators form the basis of the Department's Report Card for reporting in the Departmental Performance Report.

Positive change in program indicators should be interpreted as a necessary, but not sufficient, condition to achieve improvement in strategic outcomes. The Department recognizes that performance indicators are only part of a comprehensive performance measurement framework. Program evaluations also provide an important source of information on the effectiveness of HRSDC programs.

Service Indicators: Service Canada has created a standard scorecard to report on performance. The Scorecard includes Service Indicators and additional measures related to the quality, timeliness and volumes associated with the delivery of services to Canadians on behalf of HRSDC and other government departments and agencies. Service Canada's annual Scorecard tells Canadians how performance compares to established Service Standards, showing both positive results and areas that need work. Service Canada will continue to build on the existing performance indicators, create new ones where few exist and create composite indicators to measure performance from a results-based perspective.

Human Resources and Social Development Canada Report Card

Program Indicators

Enhanced Canadian productivity and participation through efficient and inclusive labour markets, competitive workplaces and access to learning

Labour Market	
	2008-2009 Target
Number of clients employed and / or returns to school a following an employment program intervention and as a proportion of the total number of clients who complete their employment program intervention(s) (Clients Employed/Returns to School).	207,000-227,000° Proportion: 55-60%
Number of clients who become employed or return to school as a result of their participation in support programs geared to facilitate entry into the workforce or school (Job Ready/ Job Search d) Proportion of the total number of Job Ready/Job Search clients who complete their employment	87,000-95,000 Proportion: 55-60%
program intervention e	
Number of clients who become employed or return to school as a result of their participation in benefit programs geared towards gaining work experience, improving job skills or starting a new business (Developmental f).	118,000-130,000
Number of clients participating in Skills Development programming; and proportion of the total number of clients participating in programs geared towards gaining work experience, improving job skills or starting a new business (Developmental).	80,000-89,000 Proportion: 65-70%
Number of apprenticeship clients who received Benefits provided through El Part I or II (Developmental).	53,000-59,000
Workplace Skills	tale tradition of the state of
Percentage of Sector Councils that meet or exceed expected level of performance.	90%
Increase in the number of trades people who are fully mobile in Canada through Red Seal endorsement	17,000
Portion of skilled immigrants in occupations targeted by systemic foreign credential recognition interventions	55%
Number of employees, employers and partnering organizations participating in innovative Workplace Skills Initiatives	80,000
Learning	and the state of t
Client satisfaction with the overall quality of services provided by the Canada Student Loans Program.	75%
Percentage of loans consolidated in the 2005-2006 loan year that defaulted by the end of the 2007-2008 loan year (direct loans only).	18%
Percentage of children under 18 years in the current calendar year who have ever received	37%
a Canada Education Savings incentive (for example, Canada Learning Bond and/or Canada Education Savings Grant).	by December 31, 2008
Amount (\$) of Registered Education Savings Plan assets in a fiscal year.	\$29 billion by March 31, 2009
Level of satisfaction of students with International Academic Mobility experience.	85%

Human Resources and Social Development Canada Report Card

(continued)

Safe, healthy, fair, stable, cooperative, productive workplaces and effective international labour standards

	2008 – 2009 Target
Percentage of collective bargain disputes settled under Part I (Industrial Relations) of the Canada Labour Code without work stoppage.	90%
Percentage of unjust dismissal complaints settled by inspectors (Part III of the Canada Labour Code).	75%
Disabling Injury Incidence Rate (DIIR) measuring the change in the rate of time-loss injuries, illnesses and fatalities within federal jurisdiction industries from year to year.	Reduce the DIIR by 10% over five years (by 2008–2009) in those high-risk industries where the Department is targeting proactive interventions
Percentage of money collected in relation to the amount found to be owed for complaints under Part III (Labour Standards) of the Canada Labour Code (excluding unjust dismissal complaints).	75%
Client satisfaction with the quality of Workplace Information Directorate data.	90%
Enhanced income security, access to opportunities and well-being for individuals, familia Social Investment	es and communities
	es and communities 70% (males) and 63% (females) 9
Social Investment Percentage of CPP contributors who have contributory coverage/eligibility for CPP-Disability Number of new community-based social development projects or initiatives that have been supported to promote the participation of children and families, people with disabilities or other	70% (males)
Social Investment	70% (males) and 63% (females) ⁹
Social Investment Percentage of CPP contributors who have contributory coverage/eligibility for CPP-Disability Number of new community-based social development projects or initiatives that have been supported to promote the participation of children and families, people with disabilities or other vulnerable populations.	70% (males) and 63% (females) ⁹ 30 projects
Social Investment Percentage of CPP contributors who have contributory coverage/eligibility for CPP-Disability Number of new community-based social development projects or initiatives that have been supported to promote the participation of children and families, people with disabilities or other vulnerable populations. Number of seniors involved in New Horizons for Seniors community projects.	70% (males) and 63% (females) ⁹ 30 projects
Social Investment Percentage of CPP contributors who have contributory coverage/eligibility for CPP-Disability Number of new community-based social development projects or initiatives that have been supported to promote the participation of children and families, people with disabilities or other vulnerable populations. Number of seniors involved in New Horizons for Seniors community projects. Housing and Homelessness Amount invested in communities by external partners (not-for-profit groups, private sector organizations and other government departments) for every dollar invested by the Homelessness	70% (males) and 63% (females) ⁹ 30 projects 90,000 participants
Social Investment Percentage of CPP contributors who have contributory coverage/eligibility for CPP-Disability Number of new community-based social development projects or initiatives that have been supported to promote the participation of children and families, people with disabilities or other vulnerable populations. Number of seniors involved in New Horizons for Seniors community projects. Housing and Homelessness Amount invested in communities by external partners (not-for-profit groups, private sector organizations and other government departments) for every dollar invested by the Homelessness Partnership Initiative Percentage of all Homelessness Partnering Strategy investments targeted to long-term stable	70% (males) and 63% (females) ⁹ 30 projects 90,000 participants \$1.50

under age 6.

(of eligible families)

Service Indicators

Achieve better outcomes for Canadians through service excellence

Service Canada

	2008-2009 Target
Percentage of access to automated telephone information services (no busy signals)	95%
Percentage of general enquiry calls answered by an agent within 18 seconds (1 800 O-Canada)	85%
Percentage of specialized calls answered by agents within 180 seconds	80%
24/7 Availability of Service Canada Internet – information and transaction	98%
Percentage of Canadians with access to a Service Canada point of service within 50 kilometres of where they live	95%
Percentage of notifications sent within seven days of receipt of applications	80%
Percentage of El benefit payment or non-payment notification issued within 28 days of filing	80%
Percentage of CPP retirement benefit payment or non-payment notification issued within first month of entitlement	85%
Percentage of OAS basic benefit payment or non-payment notification issued within first month of entitlement	90%
Percentage of Apprenticeship Incentive Grant payments issued within 28 days of filing	85%
Percentage of SINs issued using expeditious processes (SIN Rapid Access, Newborn Registration Service in Ontario and BC, and Teleapp in New Brunswick)	90%
Payment Accuracy of Employment Insurance	95%
Payment Accuracy of Old Age Security .	95%
Total number of fact sheets/publications available in languages other than English and French (Aboriginal and Foreign)	11
Client satisfaction in relation to services provided	80%

^a Returns to School targets do not include returns to school following participation in the Canada Summer Jobs initiative under Summer Work Experience and returns to school following participation in Part II programming (expent Abriginal)

b Clients who complete their employment program intervention(s) refers to clients that have generated an "employed" result (with closed and/or open action plans), and, clients that have left an intervention (with action plans that have been closed).

^c Includes number of regular Employment Benefits & Support Measures (EBSMs), Aboriginal (EBSMs & CRF), Youth and Opportunities Fund for Persons with Disabilities program (OF) clients.

^d Job Ready/Job Search: "support programs" which help clients find a good job match as quickly as possible.

^e Clients who complete their employment program intervention(s) refers to clients that have generated an "employed" result (with closed and/or open action plans), and clients that have left an intervention (with action plans that have been closed)

f Developmental: "benefit programs" which help clients gain work experience, improve job skills or start a new business.

⁹ The target is calculated based on a rolling average of the historical levels of contributory eligibility for the years from the last major change to the eligibility rules (1998) to the most recent data available (2005), broken down by gender. These figures will be recalculated annually as new data becomes available. Year-over-year changes would be explained based on a variety of factors including changes to the legislated eligibility requirements, women's changing participation in the labour force, economic and employment conditions, and changing demographics.

Departmental Corporate Management

Human Resources and Official Languages Indicators

2008-2009 Target (WFA) a

Employment Equity	
Representation of visible minority persons	9.4%
Representation of Aboriginal persons	. 3.1%
Representation of people with disabilities	3.4%
Representation of women	59.2%
Official language complaints	
Language of work	Actual results to be reported
Service to the public	Actual results to be reported

a WFA% is the external workforce availability estimate and is based on information collected in the 2001 Census. A comparison between the internal representation of designated group members in an employer's workforce and the external labour pool of designated group members from which the employer can reasonably be expected to recruit. This external labour pool takes into consideration occupational qualifications, eligibility and geographic recruitment area.



Section II Program Activities by Strategic Outcome

Policies and Programs
That Meet the Human Capital
and Social Development Needs
of Canadians

A. Policy, Research and Communications

TRSDC's strategic policy, research, and communications functions contribute to policies and programs that help to create opportunities and choices for people to reach their full potential in society and the labour market. The research and evaluation component of strategic policy helps to identify trends, pressures and an understanding of what works for Canadians in terms of policies and programs. This includes:

- developing a comprehensive knowledge base to inform policy development and program design;
- sharing knowledge on human resources and social development with other governments and stakeholders to support their decision-making;
- managing a portfolio of key national surveys on human resources and social development to track and better understand the changing realities and needs of Canadians, including factors that affect their lives and well-being:
- commissioning policy research to identify factors that contribute to a stronger and competitive economy and which impact Canadians;
- monitoring and forecasting conditions of labour supply and demand by occupation and industry through the Canadian Occupational Projection System.

Work under this activity also includes developing and implementing indicators to strengthen the Departments capacity to monitor and report on the dimensions of Canadian well-being related to human resources and social development. The Department's work in this area also enhances the Department's accountability to Canadians.

The evidence base formed by this work informs the Department's longer-term policy work (such as policy frameworks and medium-term policy planning) to facilitate better integration of labour market, social and learning policies.

To these ends, the Department is committed to making HRSDC a centre of excellence for integrated human resources and social development policies and programs. Two key innovations in this will be an integrated policy framework and an ongoing mediumterm policy planning process. Collaborative work that occurs internally and across federal departments, as well as with the provinces and territories, on horizontal policies is also key to advancing the well-being of Canadians. The Department will also increase its efforts to learn from the experience of other countries and adapt best practices to Canada

HRSDC is also committed to increasing Canadians' awareness of its role in supporting the Government of Canada's social and economic priorities, and becoming a centre of excellence for citizen-focused programs and services. To that end, the Department will develop communications strategies to highlight programs and policies in support of key government initiatives, as well as develop mechanisms to ensure that public and stakeholder views are considered in program and policy development.

Plans in Support of Strategic Outcome

Policy, Research and Communications

Plan: Strategic advice and policy research to support a Knowledge Advantage for Canada

- Provide strategic advice to assist in addressing labour market issues related to quantity (increased participation of Canadians and immigrants); quality (education, skills development and training); and, efficiency (facilitating mobility and providing labour market information).
- Develop policies that support the Government's commitment to continue to invest in families.

Plan: Advance knowledge development and management to support informed policy development and sound decision-making

- Continue to strengthen knowledge development functions including data, research, evaluation, and indicators.
- Further develop knowledge management strategies to achieve excellence in the creation, retrieval, preservation, sharing and use of knowledge.

Plan: Strategic advice and policy research on Children, Families and Seniors

- Contribute to the continued policy development of supports for the working poor.
- · Continue to examine key pressures and challenges confronting Canadian families to create conditions for Canadian families to succeed.
- On-going policy development related to children and families.
- · Develop policies that support the Government's commitment to continue to invest in families and to help those seeking to break free from the cycle of poverty and homelessness.

Plan: Increase Canadians' awareness of HRSDC programs and policies in support of Government of Canada priorities

- Implement measures to raise awareness with respect to:
 - Strategic investments in early childhood development and child care.
 - Development of a skilled workforce and increased dissemination of information about the labour market.
 - Programs to ensure that seniors, persons with disabilities, homeless persons and other Canadians facing barriers have the support and information they need to maintain their well-being.
 - Programs intended to increase access to post-secondary education.

Plan: Increase engagement and collaboration with provinces, territories, partners and Canadians through stakeholder relations and other activities to ensure better, more innovative and more complementary policy initiatives

- · Strengthen horizontal relations with provincial and territorial governments, stakeholders, other departments and central agencies by developing a stakeholder relations framework, including principles.
- Continue to consider new research and results of stakeholders' consultations in the development of programs and policies.
- Establish a departmental stakeholder relations network to share information and tools.

Program Activity Description

Policy, Research and Communications

This Program Activity provides strategic policy advice and leadership by promoting key human resources and social development policies of the Government of Canada, developing and implementing key Departmental frameworks and strategies, and by engaging and collaborating with partners and Canadians through stakeholder relations and by advancing

knowledge development. This activity plays a vital role to support the achievement of HRSD's priorities and outcomes by communicating with and engaging Canadians and building strong relationships with stakeholders. The operating expenditures are funded from the Departmental Reference Levels, the Employment Insurance Account and the Canada Pension Plan Account.

For more details on this program activity please see Section IV – Other Items of Interest.

Financial Tables

Policy, Research and Communications

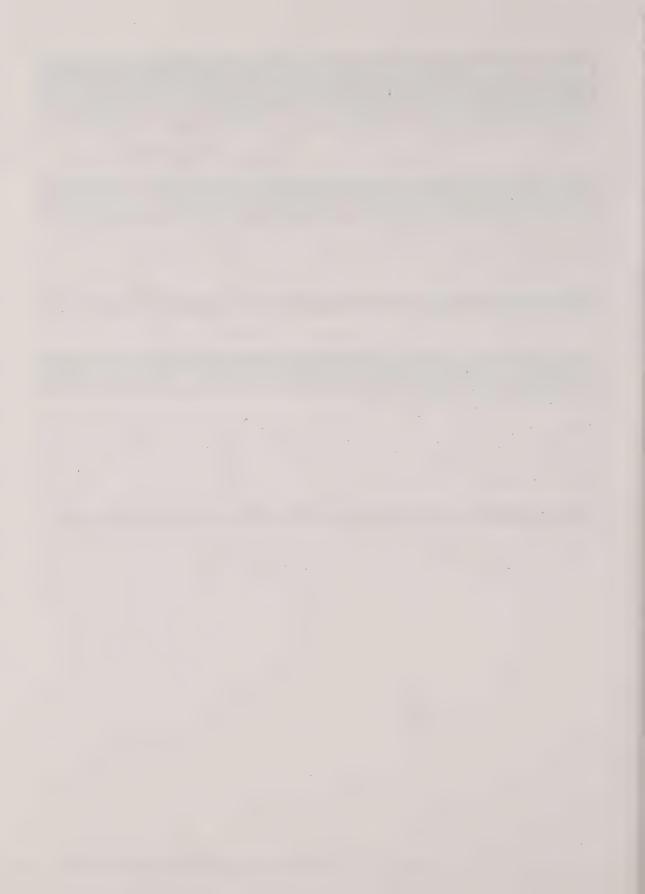
Strategic Outcome: Policies and programs that meet the human capital and social development needs of Canadians

Planned Spending

	2008-2009	2009-2010	2010-2011			
Financial and Human Resources						
Financial Resources (in millions of dol						
Policy, Research & Communications						
Gross Operating Expenditures	184.9	168.0	168.0			
Voted Grants and Contributions	0.3	0.3	0.3			
Total	185.2	168.3	168.3			
Human Resources (Full Time Equiva	alents)					
Full Time Equivalents	1.039	1.019	1.020			

Financial Resources (in millions of dollars) Policy, Research and Communications				
Knowledge, Analysis and Evaluation	72.3	62.5	62.3	
Public Affairs and Stakeholder Relations	25.0	23.6	23.5	
Allocated Internal Services ^a	64.8	65.7	66.0	
Total	185.2	168.3	168.3	
Human Resources				
Full Time Equivalents	1,039	1,019	1,020	

^a Internal Services resources related to the Ministers' Offices, the Deputy Ministers' Offices, the Comptroller's Office, the Internal Audit Services and the shared services have been prorated to each program activity.



Enhanced Canadian Productivity and Participation Through Efficient and Inclusive Labour Markets, Competitive Workplaces and Access to Learning

B. Labour Market, Workplace Skills and Learning

anada's continued prosperity lies in maintaining strong economic growth, high levels of productivity and increased competitiveness through the creation of a highly educated, skilled and flexible labour force. Increasingly, the labour market will require workers with higher levels of skills and education, which are vital to improving productivity and sustaining strong economic growth.

A key aspect of strengthening Canada's productivity and improving quality of life is enhancing the competitiveness of Canadian workplaces. Skilled workers contribute to this competitiveness and help drive improvements in workplace productivity.

The demands of a knowledge-based economy, coupled with the aging of Canada's population and workforce, make post-secondary enrolment and completion more important than ever. Without greater learning participation, Canada risks seeing its productivity and prosperity shrink.

As such, HRSDC must continue to focus on supporting and developing a highly skilled and adaptable labour force. In support of achieving this Strategic Outcome, the Program Activities "Labour Market", "Workplace Skills", and "Learning" complement each other in providing Canadians with the opportunities and choices to participate in an array of programs.

Although these program activities have distinct roles and responsibilities; they have common elements that contribute to the Department's support of lifelong learning and the development and use of skills to work in the current and future labour market. HRSDC will develop and strengthen partnerships and relationships with the provinces, territories, and stakeholders, especially employers and post-secondary education institutions.

The Government of Canada has a clear role in addressing national skills and employment issues. Federal responsibilities include improving the country's economic union by working to remove barriers to employment, post-secondary education and lifelong learning as well as enhancing mobility and credential recognition and providing national labour market information. Also included in these responsibilities is addressing the labour needs of employers by facilitating the entry of temporary foreign workers when Canadians and permanent residents are not available.

In addition to this, HRSDC programs address the needs of people who wish to participate in the labour market that are in groups under-represented in the Canadian workforce, such as immigrants, Aboriginal people, people with disabilities, youth and older workers. These groups frequently face challenges and/or barriers to gaining employment and to furthering their education. Through partnerships, the Department gains an understanding of the workplace skills required, promotes and invests in skills up-grading and development, and works to meet the needs of Canadians, including those in local and regional labour markets.

Together with provinces, territories, partners and stakeholders, HRSDC strives to successfully fulfill its mandate and meet the needs of a growing knowledge-based economy. Each of the program activities supporting this Strategic Outcome target their programs and services toward different needs, yet towards the common objective of creating the best educated, most skilled and flexible workforce.

Strategic Outcome Indicators

Labour Market, Workplace Skills and Learning

Indicators Current Leve		•	Year
Participation rate By a		By age group	
(As of October 2007)	15 years or over	67.6%	2007
	15-24 years	66.8%	2007
	25-54 years	86.6%	2007
	55 years or over	33.8% \	2007
Labour productivity growth, for business sector – based on annual averages ^a		1.0%	2006
Canada's productivity level as a percentage of the United States'	total economy	81.4%	2006
productivity level ^a	business sector	74.0%	2006
Percentage of unemployed looking for work for one year or more (52 weeks and over)		8.3%	2006
Percent of youth (aged 15-24) not in the labour force nor in school	`	4.8%	2006
Unemployment Rates by Designated Group	Women	7.2%	2001
	People with Disabilities	10.7%	2001
	Aboriginal Peoples	19.1%	2001
	Visible Minorities	9.5%	2001
	Older Workers	6.0%	2001
Percentage of working-age Canadians who score below the literacy level which is considered the minimum to cope in today's economy and society ^b		42%	2003
Percentage of adult workforce who participated in job-related formal training ^c		27.6%	2005
Percent of adult workforce who participated in employer-supported job-related training °		20.2%	2005

^a Centre for the Study of Living Standards

^b 2003 Adult Literacy and Lifeskills Survey

^c Survey of Labour and Income Dynamics

Strategic Outcome Indicators

(continued)

Indicators

Current Level

Percentage of the Canadian labour force (aged 15-64) who have attained a post-secondary education certificate, diploma or degree (62.8% in 2006 for 25-64 year olds) -(For Canadians in the labour market)

Attainment Rates - Canada 2006 Actuals						
Years of Age	15-24	25-64	65+	Total		
Trades, Certificate or diploma	5.5%	12.5%	12.3%	11.4%		
College & University (below bachelor)	14.8%	24.5%	15.1%	22.7%		
Bachelor's degree .	5.8%	17.7%	11.4%	15.7%		
Graduate degree	0.7%	8.0%	11.1%	6.9%		
Total	26.8%	62.8%	49.9%	56.6%		

Percentage of Canadians (15 years and older) who have attained a post-secondary education certificate, diploma or degree by age group (Total of 59.1% in 2006 for 25-64 year olds) -(For all Canadians)

Attainment Rates – Canada Annual Average – 2006 Actuals				D 2005		
Years of Age	15-24	25-64	65+	Total	25-64	Canada's rank in OECD
Trades, Certificate or diploma	4.0%	12.1%	10.5%	10.5%	12.0%	1st
College & University (below bachelor)	11.2%	23.0%	11.6%	19.3%	23.0%	1 st
Bachelor's degree	4.9%	16.6%	6.6%	13.2%	23.0%	6 th (Tied with
Graduate degree	0.6%	7.4%	4.1%	5.8%		Korea and Australia)
Total	20.7%	59.1%	32.8%	48.8%	46.0%	1st Overall

Proportion of Canadians who were attending university or college, by age group (Oct 2007)

Full-Time	Part-Time	Percentage
26.9%	2.9%	29.8%
5.5%	3.5%	9.0%
1.7%	2.1%	3.8%
0.6%	0.9%	1.5%
0.2%	0.4%	0.5%
6.8%	2.0%	8.8%
	26.9% 5.5% 1.7% 0.6% 0.2%	26.9% 2.9% 5.5% 3.5% 1.7% 2.1% 0.6% 0.9% 0.2% 0.4%

Efficient and Inclusive Labour Markets...

Within the Labour Market program activity the Employment Insurance (EI) program promotes individual well being, economic stability and a flexible labour market by providing temporary income support to unemployed workers who qualify under Part I of the Employment Insurance Act. The program encompasses a wide range of income benefits to address the needs of workers and the labour market, including Canadians who are sick, pregnant, or caring for a newborn or adopted child, as well as those who must care for a family member who is seriously ill with a significant risk of death. The program also provides active employment benefits and measures and temporary income support to Canadians. These measures and income support give Canadians the opportunity to develop skills, improve earnings and become more adaptable to labour market changes.

Labour market programs also enable Canadians, including unemployed adults and targeted groups, such as youth, Aboriginal people and older workers, to develop their skills and encourage them to invest in themselves and become self-reliant. Through this programming the Department promotes economic stability, individual well-being, and a flexible labour market that is capable of adjusting to changes in the economy.

Work has begun on the development of new approaches to ensure labour market training can be made more widely available to Canadians. In support of this, negotiations will continue to take place with provincial and territorial governments to discuss the full transfer of the Labour Market Development Agreements for the delivery of training programs to El eligible clients. Additionally, a new generation

Did You Know?

- According to the EI Coverage Survey, in 2006, just fewer than 83% of unemployed Canadians were eligible to receive EI benefits.
- EI maternity and parental entitlement collected by EI claimants for 2004–2005 was at 93.5%.
- Throughout 2006 to 2010, employment is expected to grow at an annual average rate of 1.4% leading to the creation of about 1.2 million new jobs; the labour force is expected to increase by 1.3%; and, the unemployment rate is expected to decrease gradually to reach 6.0% by 2010, down from 6.8% in 2005.

of labour market agreements will be negotiated to assist those clients who are non-El eligible and are therefore unable to obtain the necessary training and skills development they require to fully participate in the labour market. The department is also exploring the feasibility of transferring federal labour market programs for youth, older workers and persons with disabilities to provincial and territorial governments.

Competitive Workplaces...

Through the Program Activity "Workplace Skills" HRSDC supports broad economic priorities, such as an adaptable and resilient workforce with high quality skills; a sufficient quantity of skilled workers that meet the needs of employers; and a flexible, efficient labour market.

Workplace Skills aims to improve Canadian economic competitiveness by fostering innovative, productive and inclusive workplaces, where workers are encouraged and supported to develop and use their knowledge, skills and abilities. This program activity promotes and encourages employers across the country to invest in the skills development of their workers.

HRSDC generates accessible and quality labour market information to inform the decision-making of employers and employees; supports and promotes employer and employee investments in skills development; and supports apprenticeships and labour mobility. HRSDC, in collaboration with key stakeholders, also works to improve the integration

Did You Know?

- Federal/Provincial/Territorial Trade Ministers have called for governments and regulatory bodies to meet their labour mobility obligations by April 1, 2009. HRSDC is committed to working with partners to secure compliance and to accelerate these efforts.
- The 1st national apprenticeship survey in over 10 years will be released in 2008 providing new information on barriers to completions as well as post-apprenticeship experiences of apprentices.
- Sector councils in high growth industries will work to facilitate the ability of employers to access potential sources of employees, such as recently laid-off skilled workers from industries in decline.
- Employer requests for temporary foreign workers have grown by more than 54% since 2006, and demand is expected to continue to grow in the coming years.

of internationally trained workers into the workforce by facilitating the assessment and recognition of qualifications acquired outside of Canada. The Department also works to mitigate domestic labour shortages by facilitating the entry of foreign workers to meet short-term labour and skills needs to benefit the Canadian labour market.

Human Resources and Social Development Canada's work pertaining to the Workplace Skills program activity supports the Government of Canada's outcome of an innovative and knowledge-based economy.

On behalf of the department, Service Canada delivers a number of programs, including the Employment Benefits and Support Measures, the Apprenticeship Incentive Grant, Temporary Foreign Worker Program, Aboriginal Human Resource Development Agreements, Opportunities Fund for Persons with Disabilities, and Labour Market Information.

Access to Learning...

Lifelong learning is vital to the well-being of individual Canadians, as well as to the productivity, competitiveness and prosperity of Canada.

A significant key to increased productivity is education. "By increasing education, citizens are better equipped to contribute to the development of public policy and participate fully in public discourse.3 Individuals and society benefit from better health outcomes and reduced crime rates."4

Education can serve to level the playing field, allowing those from less advantaged backgrounds to acquire the skills and knowledge needed to get ahead. As knowledge becomes even more important to individual economic advancement, the risks of the lower participation rates of low-income Canadians, youth whose parents did not pursue higher education and Aboriginal peoples include not only lower incomes for individuals and lower productivity, but also an increasingly fractured society and a resulting poorer quality of life for all Canadians.⁵

Did You Know?

- Budget 2007 strengthened Registered Education Savings Plans by eliminating the \$4,000 limit on annual contributions and increasing the lifetime contribution limit to \$50,000 from \$42,000.
- Budget 2007 increased the maximum annual Canada Education Savings Grant amount to \$500 from \$400.
- The number of beneficiaries who have ever received the Canada Education Savings Grants is anticipated to be 2.5 million by the end of 2010.
- The number of beneficiaries who have ever received the Canada Learning Bond is anticipated to be 240,000 by March 2011.
- The Canada Student Loans Program (CSLP) estimates that 580,000 Canadians will benefit from the Program in 2008–2009 (this includes 450,000 students benefiting from loans, grants and non repayable in-study interest subsidies and 130,000 borrowers benefiting from debt management measures). The CSLP estimates that 80,000 Canadians will benefit from Canada Study Grants and Canada Access Grants in 2008-2009.
- Approximately 100,000 students with demonstrated financial need benefit from millennium bursaries annually from the Canada Millennium Scholarship Foundation (CMSF); 21,000 additional students from low-income families who have demonstrated financial need benefit from millennium access bursaries annually from CMSF; over 1,800 postsecondary students receive an annual millennium entrance award from the CMSF: and up to 1,200 post-secondary students receive in-course excellence awards from the CMSF for demonstrating exceptional merit and community service.
- The International Academic Mobility initiative will support 50 Canadian post-secondary institutions in providing international education opportunities for Canadian students in North America and Europe in 2008-2009.

³ Lynch, Kevin. 2006. "Canada's Success is no Accident, and it isn't a Given" Policy Options Vol. 27, No.4 (April-May). http://www.irpp.org/po/archive/apr06en/lynch.pdf

The Price of Knowledge 2004: Access and Student Finance in Canada Canada Millennium Scholarship Foundation, 2004, page 14. http://www.millenniumscholarships.ca/images/Publications/Price of Knowledge-2004.pdf.

⁵ The Price of Knowledge: Access and Student Finance in Canada – 3rd Edition. Canada Millennium Scholarship Foundation, 2007, page 15. http://www.millenniumscholarships.ca/images/Publications/P0K07 e.pdf.

HRSDC helps Canadians gain access to the learning opportunities they need to participate more fully in a knowledge-based economy and society. The Department fosters a culture of lifelong learning by:

- Promoting awareness of the importance of lifelong learning and the need to save for post-secondary education:
- Facilitating access for students to post-secondary education and adult learning opportunities;
- Reducing non-financial barriers (awareness, distance, and time constraints) to adult learning by contributing to the development of innovative approaches to adult learning; and
- Collaborating with provincial and territorial governments and key stakeholders on the delivery of learning programs and services.

To better demonstrate results for Canadians, during 2008–2009 the Department will be using new information gathered through surveys, to establish targets for several new performance indicators. These will be included in future Reports on Plans and Priorities.

The first of these indicators will indicate whether those who need financial assistance are receiving it through the Canada Student Loans Program. Other planned indicators will enable the Program to determine the extent of awareness amongst Canadians of the financial assistance to students that is available, including savings incentives. These new indicators will allow us to determine if those who need the program have access to it and whether or not the programs efforts to make Canadians aware of the options available to assist them to obtain post-secondary education are working.

The Canada Student Loans Program is a horizontal initiative managed by HRSDC as part of the Learning Mandate. The Program is currently undergoing a review that focuses on simplifying the program; the results of the review will be announced in Budget 2008. The Program also manages the Department's relationship with the Canada Millennium Scholarship Foundation (CMSF), with which the government has a funding agreement. The CMSF is a private, independent organization created and funded by an act of Parliament in 1998. "Its objectives are to improve access to post-secondary education for all Canadians, especially those facing economic or social barriers; to encourage a high level of student achievement and engagement in Canadian society; and to build a national alliance of organizations and individuals around a shared post-secondary agenda" 6. The CMSF delivers bursaries and scholarships to students across Canada and helps reduce student debt and compliments the loans and grants provided by the Canada Student Loans Program.

⁶ http://www.millenniumscholarships.ca/en/aboutus/index.asp

Plans in Support of Strategic Outcome

Labour Market

Plan: Increase workforce participation and develop the skills of Canadians by working with provinces, territories and partners in the implementation of strategies that will eliminate barriers to employment and improve choices and opportunities

- Lead the development of a new Labour Market Architecture to make labour market training more widely available for Canadians:
 - negotiate the transfer of non-devolved Labour Market Development Agreements to provinces and territories to deliver training programs to El eligible clients;
 - negotiate a new generation of labour market agreements for non-El eligible clients such as social assistance recipients, immigrants, persons with disabilities, youth, older workers, and Aboriginal people;
 - explore the feasibility of transferring federal labour market programs to Provinces and Territories including Older Workers, Youth, and Persons with Disabilities.
- Ensure the Employment Insurance program continues to respond to the temporary income support needs of working Canadians:
 - support implementation of government commitments to improve the governance and management of the El account;
 - develop options and plans to support decisions related to Employment Insurance Pilot projects.
- Develop and implement strategies to enhance skills of Aboriginal people:
 - foster partnerships that help Aboriginal people obtain skills and training to take advantage of job prospects in the North and across Canada;
 - assess, develop and implement options for a post-2009 Aboriginal labour market strategy.

Workplace Skills

Plan: Implement innovative and key workplace skills initiatives, in collaboration with provinces, territories, private sector and stakeholders to improve the quality and the efficiency of the labour market

- · Provide leadership on national economic union issues, contributing to a more efficient labour market:
 - work with provinces territories and partners on labour mobility issues, including skilled trades and recognition of credentials (both domestic and foreign) by reducing barriers and enhancing the labour mobility of Canadians;
 - improve the labour market information products and services that are available to Canadians.
- Improve the quality of industry-driven approaches with regard to workplace skills:
 - develop the next phase of the Trades and Apprenticeship Strategy;
 - support sectoral initiatives, including adjustments in all industry sectors including traditional industries and develop new approaches to improve workplace partnerships;
 - facilitate the entry of temporary foreign workers while continuing to ensure Canadians have first access to job opportunities, and develop employer monitoring and compliance measures;
 - Develop tools and other support mechanisms to raise Literacy and Essential Skills of Canadians.

Learning

Plan: Modernize financial assistance to students as announced in the Advantage Canada Plan

- Complete the transition to the selected Canada Student Loans Program Service Provider.
- Implement recommendations from the Office of the Auditor General's Report on Federal Loans and Grants for Post-Secondary Education.
- Strengthen program integrity, governance, accountability and stewardship by implementing recommendations from Canada Education Savings Program operational review and evaluations.
- Continue to work with provinces and territories to modernize the delivery of student financial assistance to students.

Plans in Support of Strategic Outcome

(continued)

Plan: Develop policy options and instrument choices related to financial and non-financial barriers to learning

- · Continue program policy and diagnostic work with the provinces, territories, other federal government departments and non-governmental organizations to support learners.
- Further enhance the quality of data and research in support of policy development work on key issues, including access to, and the affordability, completion and promotion of, learning.
- Renew and expand the International Academic Mobility Initiative.
- · Identify, explore and develop policy options and instrument choices related to financial and non-financial barriers to learning.
- · Develop and implement measures to encourage increased savings by Canadians for their children's post-secondary education.

Logic Model • Labour Market, Workplace Skills and Learning

Strategic Outcome

Enhanced Canadian productivity and participation through effective and inclusive labour markets, competitive workplaces and access to learning

Program Activity

Labour Market

Increase workforce participation and develop the skills of Canadians by working with provinces, territories and partners in the implementation of strategies that will eliminate barriers to employ ment and improve choices and opportunities

Workplace Skills

Implement innovative and key workplace skills initiatives, in collaboration with provinces, territories, private sector and stakeholders to improve the quality and the efficiency

Learning

- · Enhance management and delivery of learner support programs by ensuring programs are efficient, effective and produce results for Canadians
- · Continue to address financial and non-financial barriers to post-secondary education and lifelong learning
- · Better understanding of workplace-related learning and needs by all stakeholders
- · Enhanced utilization of existing skills in labour market
- · Increase Pan-Canadian consistency of skills recognition processes and requirements
- · Increased commitment of stakeholders towards workplace-related training

· Reduced financial barriers to participation in post-secondary education through loans and grants

- · Canadians with children under 18 have Registered Education Savings Plan savings
- Canadians with children under 18 years of age are aware of RESP savings incentives
- Increase access to international education to enable Canadian students to gain knowledge and skills that contribute to a competitive edge in an increasingly global environment

- · Unemployed Canadians who qualify under the FLAct are supported while they look for work, facilitating a smooth, and effective labour market transition
- Individuals are able to balance work and family responsibilities
- · A resilient and adaptable workforce with smooth labour market transitions between school and work and between unemployment and re-employment
- · Challenges of a changing labour market are mitigated through new strategies such as for older workers
- · Employers who are able to find skilled workers and thus improve their productivity and competitiveness
- · Improved labour market outcomes for Aboriginal people
- · Number of clients employed and / or returns to school following an employment program intervention and as a proportion of the total number of clients who complete their employment program intervention(s) (Clients Employed/
- · Number of clients who become employed or return to school as a result of their participation in support programs geared to facilitate entry into the workforce or school (Job Ready/Job Search)
- · Proportion of the total number of Job Ready/Job Search clients who complete their employment program intervention
- · Number of clients who become employed or return to school as a result of their participation in benefit programs geared towards gaining work experience, improving job skills or starting a new business (Developmental)
- · Number of clients participating in Skills Development programming; and proportion of the total number of clients participating in programs geared towards gaining work experience, improving job skills or starting a new business (Developmental)
- · Number of apprenticeship clients who received Benefits provided through El Part I or II (Developmental). Number of apprenticeship clients who received Benefits provided through El Part I or II (Developmental)

- · Percentage of Sector Councils that meet or exceed expected level of performance
- · Increase in the number of trades people who are fully mobile in Canada through Red Seal endorsement
- · Portion of skilled immigrants in occupations targeted by systemic foreign credential recognition interventions
- Number of employees, employers and partnering organizations participating in innovative Workplace Skills Initiatives
- · Client satisfaction with the overall quality of services provided by the Canada Student Loans Program
- · Percentage of loans consolidated in the 2005-2006 loan year that defaulted by the end of the 2007-2008 loan year (direct loans only)
- Percentage of children under 18 years in the current calendar year who have ever received a Canada Education Savings incentive (for example, Canada Learning Bond and/or Canada Education
- · Amount (\$) of Registered Education Savings Plan (RESP) assets in a fiscal year
- · Level of satisfaction of students with International Academic Mobility experience

· Employment Insurance

- Income Benefits
- Actuarial Services

· Labour Market Programs

- Aboriginal Human Resources Development
- Aboriginal Skills and Employment Partnerships
- Employment Benefits and Support Measures - Enabling Fund for Official Language Minority
- Labour Market Adjustments
- Labour Market Agreements for Persons
- Labour Market Development Agreements Transfers - Opportunities Fund for Persons with Disabilities
- Youth Employment Strategy

· Foreign workers and Immigrants

- Foreign Credential Recognition
- Immigration Portal
- Interprovincial Labour Mobility
- Temporary Foreign Worker Program

· Literacy and Essential Skills

- · Skills and Labour Market information
 - Labour Market Information - National Occupational Classification

Workplace Partnerships

- Apprenticeship Incentive Grant
- Inter-provincial Standards Red Seal Program
- Sector Councils
- Trades and Apprenticeship Strategy - Workplace Skills Initiative

Planned Spending: \$273.8M / FTE: 515

- · Student Financial Assistance · Canada Education Savings Program
- International Academic Mobility

Planned Spending: \$16,375.7M / FTE: 328

Program Activity Descriptions

Labour Market

This Program Activity is comprised of Employment Insurance and Labour Market Programs. Employment Insurance programs promote individual well being, economic stability, and a flexible labour market by providing temporary income support to unemployed workers who qualify under Part I of the Employment Insurance Act. Employment Insurance encompasses a wide range of benefits to address the needs of workers and the labour market, including Canadians who are sick, pregnant, or caring for a newborn or adopted child, as well as those who must care for a family member who is seriously ill with a significant risk of death. Labour Market Programs provide programs and services that are funded from Departmental Reference Levels and for those programs established under Part II of the Employment Insurance Act, the Employment Insurance Account. These programs enable Canadians, including unemployed adults and targeted groups, such as youth and Aboriginal Peoples, to develop their skills and encourage them to invest in themselves and become self-reliant and more adaptable to labour market changes. The operating expenditures are funded from the Departmental Reference Levels and the Employment Insurance Account.

Workplace Skills

This Program Activity collaborates with industry partners and stakeholders through Workplace Partnerships to identify, address, and promote workplace skills development. Workplace Skills improves immigrant integration outcomes through programs such as Foreign Credential Recognition, the Immigration Portal, and the Foreign Worker Program. Workplace Skills also develops and disseminates knowledge and information, which is vital to inform a well-functioning labour market through Skills and Labour Market Information, including National Occupational Classification and Essential Skills. Funding is administered through voted contributions. The operating expenditures are funded from the Departmental Reference Levels and the Employment Insurance Account.

Learning

This Program Activity assists Canadians in acquiring the education and skills that will enable them to participate in a knowledge-based economy and society. In doing so, the program works in close partnership with the provinces and territories, voluntary sector, financial institutions, service providers and other key stakeholders to increase awareness of, preparedness for and access to lifelong learning opportunities by reducing financial and nonfinancial barriers for today's and tomorrow's learners. Programs within this area are delivered nationally and include statutory and voted programs. In terms of statutory programs, the Canada Student Loans Program promotes accessibility to post-secondary education through the provision of loans and grants to students with demonstrated financial needs. The Program also offers debt management measures to help borrowers with repayment. The Canada Education Savings Program promotes and encourages Canadians to save for a child's postsecondary education through Registered Education Savings Plans by providing grants. In terms of voted programs, the International Academic Mobility initiative administers contribution programming in the area of international student mobility. The operating expenditures are funded from the Departmental Reference Levels and the Employment Insurance Account.

For more details relating to these programs please see Section IV - Other Items of Interest.

Financial Tables

Labour Market, Workplace Skills and Learning

Strategic Outcome: Enhanced Canadian productivity and participation through efficient and inclusive labour markets, competitive workplaces and access to learning

	Planned Spending	
2008-2009	2009-2010	2010-2011

Financial and Human Resources			
Financial Resources (in millions of dollars)			
Labour Market			
Gross Operating Expenditures	45.4	44.4	44.2
Voted Grants and Contributions	1,324.6	1,244.0	1,229.0
Statutory Transfer Payments	0.1	0.1	0.1
Total Gross Expenditures	1,370.1	1,288.5	1,273.3
Employment Insurance Part I - Income Benefits	12,827.0	13,435.0	13,915.0
Employment Insurance Part II - Employment Benefits and Support Measures	2,136.3	2,136.3	2,136.3
Government Annuities and Civil Service Insurance Payments	42.3	39.7	37.3
Sub-Total Labour Market	16,375.7	16,899.5	17,361.9
Workplace Skills			
Gross Operating Expenditures	68.3	67.8	67.6
Voted Grants and Contributions	205.5	192.0	172.7
Sub-Total Workplace Skills	273.8	259.8	240.3
Learning			
Gross Operating Expenditures	158.1	142.1	138.0
Voted Grants and Contributions	7.0	7.1	7.3
Statutory Transfer Payments	1,025.2	1,039.1	1,045.5
Total Gross Expenditures	1,190.3	1,188.3	1,190.8
Loans disbursed under the Canada Student Financial Assistance Act	906.3	733.2	617.6
Sub-Total Learning	2,096.6	1,921.5	1,808.4
Total	18,746.1	19,080.8	19,410.6
Human Resources (Full Time Equivalents)			
Labour Market	328	314	314
Workplace Skills	515	516	516
Learning	396	436	439
Total - Full Time Equivalents	1,239	1,266	1,269

Financial Tables (continued)

Planned Spending 2008-2009 2009-2010 2010-2011 **Details by Programs and Services** Financial Resources (in millions of dollars) **Labour Market Employment Insurance** 12,881.3 13,486.4 13,964.0 Labour Market Programs 3,479.5 3,396.1 3,380.9 Allocated Internal Services^a 14.9 17.0 17.0 Sub-Total 16,375.7 16,899.5 17,361.9 Workplace Skills Workplace Partnerships 170.9 166.1 152.0 Foreign Workers and Immigrants 29.4 20.0 17.6 Skills and Labour Market Information 5.6 5.6 5.6 Literacy and Essential Skills 35.2 32.7 29.7 Others^b 8.9 8.9 8.9 Allocated Internal Services^a 23.8 26.5 26.5 273.8 Sub-Total 259.8 240.3 Learning Student Financial Assistance 1,430.4 1,241.3 1,118.0 Canada Education Savings Program 631.5 641.5 650.8 International Academic Mobility 4.0 4.0 4.0 Others^b 9.9 9.8 10.3 25.3 Allocated Internal Services^a 20.8 24.9 Sub-Total 1,808.4 2,096.6 1,921.5 Total 18,746.1 19.080.8 19,410.6 **Human Resources (Full Time Equivalents)** Labour Market 328 314 314 Workplace Skills 515 516 516 Learning 396 436 439

1,239

Total - Full Time Equivalents

1,266

1,269

a Internal Services resources related to the Ministers' Offices, the Deputy Ministers' Offices, the Comptroller's Office, the Internal Audit Services and the shared services have been prorated to each program activity.

^b Other category is for the resources which are not directly related to the sub-activities identified.



Safe, Healthy, Fair, Stable, Cooperative, Productive Workplaces and Effective International Labour Standards

C. Labour

he workplace is where Canada's wealth is generated and where many Canadians spend a significant proportion of their day. Therefore, fulfilling the mandate of the Labour Program that deals with workplace issues is crucial to the performance of Canada's economy and the well-being of its citizens. That mandate can be defined, in general terms, as supporting balanced, cooperative relationships between employers and employees and fostering safe, healthy, fair, and productive work environments. This mandate operates at three levels:

- Federal Jurisdiction Mandate The development and administration of labour-related legislation governing federally-regulated private sector employers, which employ approximately 8.5 per cent of the Canadian labour force. In addition, the federal public sector is covered by occupational health and safety legislation.
- National Mandate National leadership and coordination within the network of labour jurisdictions in Canada in the interests of strengthening the Canadian economic union and sharing best practices.
- International Mandate Managing Canada's international labour affairs, including the negotiation and implementation of international labour agreements, often in the context of free trade agreements, and representation of Canada in the International Labour Organization and other multilateral organizations dealing with labour issues.

The primary stakeholders of the Labour Program are employers, employees and unions in the key economic sectors covered by federal labour laws and programs. These sectors include:

- Interprovincial and international transportation (airlines, rail, inter-provincial trucking, ports and airports);
- Telecommunications (broadcasters, cable companies, telecom companies, Internet providers);
- Chartered banks:
- The post office and courier companies;
- Industries declared by Parliament to be in the national interest, such as grain handling and uranium mining;

- · Aboriginal governments, their employees, and certain Aboriginal undertakings;
- A wide range of companies who have major contracts with the federal government and are therefore covered by the Federal Contractor Program for Employment Equity;
- · Federal Crown corporations; and
- Federal departments and agencies for occupational health and safety purposes.

The Labour Program's federal jurisdiction mandate covers an estimated 46,000 Canadian workplaces employing approximately 1.1 million employees. The Labour Program's clients are employers, their employees and unions in key sectors of the economy. These clients are generally sophisticated, intensely concerned with all aspects of labour policy, and well organized, whether through labour organizations or business associations. Labour Program clients expect high levels of professionalism in both administration and policy development. Beyond the federal jurisdiction, the Labour Program interacts with a wide variety of business, labour and other nongovernmental organizations on both national and international issues.

The economic importance of industries under federal jurisdiction is enormous. Significant economic and social impacts can be caused by labour strife in such industries as air transportation, telecommunications, railways, ports, and postal and courier services. Not only do employers and unions in these industries look to the Labour Program to facilitate constructive labour relations, but thousands of businesses in provincial jurisdictions can also be immediately impacted by labour disputes in the federal jurisdiction. Transportation and communications are critical elements in the infrastructure of the economy, and third-party impacts of work stoppages in these sectors are immediate and substantial.

Rights in the workplace are among the most tangible and important rights that citizens have in practical, day-to-day terms. The presence of the Government of Canada is represented directly to thousands of Canadians every year in workplaces across the country by officials of the Labour Program. The Labour Program's compliance programs are

Strategic Outcome Indicators

Labour

Indicators	Current Level		Year	
Percentage of total working days lost due to work stoppages (federal jurisdiction)		Less than 1%	2006	
Representation of designated groups in all occupations and	Representation o	f Designated	ated Groups	
workforce availability, employers covered under the Legislated Employment Equity Program	Women	43.3%	2005	
Employment Equity Flogram	Aboriginal Peoples	1.8%	2005	
	Visible Minorities	14.1%	2005	
	People with Disabilities	2.7%	2005	
	Workforc	e Availability		
	Women	47.3%	2001	
	Aboriginal Peoples	2.6%	2001	
	Visible Minorities	12.6%	2001	
	People with Disabilities	5.3%	2001	

particularly significant in the case of non-unionized employees. Employees who are dismissed or who are not properly paid their wages and who have no union to represent their interests must rely on a Labour Program officer to protect their rights. The lack of access, or prolonged delays in obtaining responses to complaints, can have a serious impact on personal lives, and be far more costly to employers, employees and the government than rapid resolution through mediation or other forms of alternate dispute resolution.

Employees and employers rely on Labour Program officials to promote and protect their health and safety at work. The right to refuse dangerous work and other rights related to occupational health and safety have important implications for both employees and employers. A strong, proactive occupational health and safety program is the most effective way to reduce accidents and occupational diseases in the workplace, which benefits both employees and employers. Fewer accidents reduce the costs incurred as a result of injury or illness, but also result in increased job satisfaction and productivity. The consequences of lax administration in this field can include high costs to companies and the economy, and can be tragic at the level of the individual worker. On the other hand, there are very large potential

savings for public health care and workers' compensation systems when good occupational health and safety practices are in place.

Women, Aboriginal peoples, members of visible minorities, and persons with disabilities look to the Labour Program to promote equal employment opportunity through the administration of the Employment Equity Act and the Federal Contractors Program for Employment Equity. Over 500 federallyregulated employers, the federal public service, and some 1,000 federal contractors under provincial jurisdiction are covered by employment equity requirements. These employers must identify areas of underrepresentation, remove barriers to the designated groups, and implement a plan to achieve appropriate representation. The Racism-free Workplace Strategy, as part of the Government of Canada's Action Plan against Racism, complements employment equity requirements by educating employers and providing resources that are aimed at eliminating barriers to employment and advancement faced by members of visible minorities and Aboriginal people — this includes supporting advancement in the workplace.

Internationally, it is increasingly recognized that alongside trade liberalization, which brings substantial economic benefits, it is important to address the social dimensions of globalization. This includes promoting respect for core international labour

standards, a complex undertaking that requires the Labour Program to represent Canada in multilateral labour forums in this hemisphere and globally, and to negotiate bilateral labour agreements and cooperative frameworks with partners on various continents. Because significant numbers of these partners are developing countries, the Labour Program is facing growing pressure to provide technical assistance to help them meet international labour standards and agreement obligations. The important role played by the Labour Program in Canada's trade agenda has led to new levels of collaboration with other actors crucial to successful management of trade-related labour issues in a globalized world; namely, other government departments, provincial and territorial ministries of Labour, union and employer associations, and other donor countries.

In addition to managing its ongoing operations in the 2008–2009 fiscal year, the Labour Program will focus on a number of priority initiatives.

Some of these initiatives relate to programs and policies that have already been approved. One is implementation of a comprehensive package to facilitate the reinstatement of military reservists into employment or post-secondary studies after a period of service with the Canadian Forces. This package includes job protection for reservists working in the federally-regulated private sector or the federal public service, relief from student loan payments for student-reservists during periods of military service, and collaboration with provinces and territories to promote effective measures for reservists across the country.

A second initiative that will be implemented in 2008–2009 is the Wage Earner Protection Program, which was approved by Parliament in 2005 and can now be brought into force thanks to technical amendments passed in December 2007. The program will compensate workers, up to a limit of approximately \$3,000, for unpaid wages and vacation pay owed to them by employers who are declared bankrupt or are subject to receivership under the *Bankruptcy and Insolvency Act*.

A third set of initiatives relates to recent regulatory improvements in the area of occupational health and safety. Guidance materials and enabling tools will be developed to assist workers and employers to implement effective programs to help reduce musculoskeletal injuries due to poor workplace ergonomics and to prevent violence in the workplace.

Finally, the Labour Program will continue to implement its new Pay Equity Program, which promotes equal pay for work of equal value through a combination of specialized information, monitoring, and mediation.

In addition to implementing approved initiatives on the domestic front, the Labour Program will endeavour, consistent with Government policy, to advance Canadian interests and values in the negotiation and implementation of international labour standards and agreements. These efforts will occur in both bilateral contexts – notably during the negotiation of free trade agreements – and multilateral contexts – particularly the International Labour Organization.

The Labour Program will also seek to enhance the engagement of Canada's provinces and territories on international labour issues. Of particular importance are adherence to Labour Cooperation Agreements that Canada signs with its free trade partners, ratification of international labour conventions, and collaboration with respect to the International Labour Organization.

A final category of priority activities is the development of innovative policy and program options that respond to the evolving realities of Canadian workplaces. In this connection, key activities will include the exploration of the causes and impact of work stoppages and options for reducing their frequency and duration in federally-regulated industries; analysis of the recommendations of the Federal Labour Standards Review and discussions on next steps with stakeholders; improvements to the administration the Government Employees' Compensation Act, which provides benefits for federal employees who are injured on the job; and development of information and options for the consideration of the Parliamentary Committee charged with the five-year review of the Employment Equity Act. Labour Program staff, working with others, will also continue to examine labour-related issues raised by stakeholders or in public discussion; examples include leave provisions for pregnant and nursing women and for victims of criminal activity, best practices with respect to work-life balance, and pandemic planning in the workplace context.

More information on the Labour Program can be found at:

http://www.hrsdc.gc.ca/en/gateways/nav/top_nav/program/labour.shtml

Plans in Support of Strategic Outcome

Labour

Plan: Fully implement recently-approved programs and policies aimed at fostering fair and productive workplaces

- · Play a key role in implementation of a comprehensive package to facilitate the re-integration of military reservists into employment or studies after a period of service with the Canadian Forces.
- Working with Service Canada, complete the design and ensure the implementation of the new Wage Earner Protection Program.
- Provide employers and workers with information and support related to regulatory changes that address ergonomics and violence in the workplace issues and ban smoking rooms.
- Implement the new Pay Equity Program, which is based on increased and specialized information, mediation, and monitoring activities.

Plan: Advance Canadian interests and values in the negotiation and implementation of international labour standards and agreements

- Pursue the conclusion and implementation of Labour Cooperation Agreements with countries that have, or are negotiating, free trade accords with Canada, and of Memoranda of Understanding on labour cooperation with other key states.
- Work to ensure that the International Labour Organization (ILO) focuses its efforts on practical activities that produce tangible results and that Canada's interests are protected in the context of ILO deliberations.
- Work to improve federal-provincial-territorial cooperation on international labour matters.

Plan: Develop innovative policy and program options that respond to the evolving realities of Canadian workplaces

- Explore options for reducing the risk, frequency, and duration of work stoppages in federally-regulated industries.
- Develop, and consult with stakeholders on, concrete options flowing from the Review of Part III (Labour Standards) of the Canada Labour Code.
- Develop, in collaboration with provincial workers' compensation boards, options for improving administration of the Government Employees' Compensation Act (GECA) and, in collaboration with other federal departments, for strengthening disability management activities by employers covered by that legislation.
- Develop options for presentation before the Parliamentary Committee charged with examination of the Employment Equity Act, when that examination is begun.

Safe, healthy, fair, stable, cooperative, productive workplaces and effective international labour standards

Program Activity

Labour

- Develop innovative policy and program options that respond to the evolving realities of Canadian workplaces
- Fully implement recently-approved programs and policies aimed at fostering fair and productive workplaces
- · Advance Canadian interests and values in the negotiation and implementation of international labour standards and agreements
- · Safe, healthy, stable, cooperative and productive workplaces
- Reduction in lost-tie injuries and fatalities in the federal labour jurisdiction
- Federal and provincial-territorial governments work together on key labour issues, including occupational health and safety, labour standards, employmet equity, industrial relation and international labour affairs activities
- Fulfillment of Canada's international labour commitments

- Percentage of collective bargaining disputes settled under Part I (Industrial Relations) of the Canada Labour Code without work stoppage
- Percentage of unjust dismissal complaints settled by inspectors (Part III (Labour Standards) of the Canada Labour Code)
- Disabling Injury Incidence Rate (DIIR) measuring the change in the rate of time-loss injuries, illnesses and fatalities within federal jurisdiction industries from year to year
- Percentage of money collected in relation to the amount found to be owed for complaints under Part III (Labour Standards) of the Canada Labour Code (excluding unjust dismissal complaints)
- . Client satisfaction with the quality of workplace information data
- Federal Mediation and Conciliation Service
- National Labour Operations
- International and Intergovernmental Labour Affairs
- Workplace Policy and Information

Planned Spending: \$271.4M / FTE: 936

Program Activity Description

Labour Program

This Program Activity promotes and sustains stable industrial relations and a safe, fair, and productive workplace within the federal labour jurisdiction. It collects, disseminates, and analyzes labour and workplace information; fosters constructive labourmanagement relationships; ensures compliance with minimum labour standards and occupational health and safety protections; and represents Canada in international labour matters. The Labour Program's federal jurisdiction mandate reaches an estimated 46,000 Canadian workplaces and approximately 1.1 million employees. Many of the stakeholders of the Labour Program are sophisticated, intensely concerned with labour policy, and well organized, whether through unions or through business associations. Beyond the federal jurisdiction, the Labour Program interacts with a wide variety of business, labour and other non-governmental organizations representing the different interests of Canadians on both national and international labour issues.

From the point of view of the average worker, the Labour Program's role is to protect his or her rights at work. Employees who are members of unions often benefit from the services of Labour Program Mediation and Conciliation Officers who assist their unions and employers in resolving collective agreement disputes in a productive manner without disruption to their working lives. Employees who are dismissed or who are not properly paid their wages. and who have no union to represent their interests. must turn to a Labour Program officer for assistance. Employees rely on Labour Program officials to protect their health and safety at work by promoting a culture of health and safety, including the use of workplace health and safety committees, and by enforcing the right to refuse dangerous work and other rights related to occupational health and safety. Aboriginal people, visible minorities, women and persons with disabilities look to the Labour Program to promote equality of employment opportunities. The operating expenditures are funded from the Departmental Reference Levels and the Employment Insurance Account.

Financial Tables

Statutory Grants and Contributions

Total Gross Expenditures

Workers' Compensation Payments

Human Resources

Full Time Equivalents

Labour

Total

Strategic Outcome: Safe, healthy, fair, stable, cooperative, productive workplaces and effective international labour standards

	2000-2009	2003-2010	2010-2011
Financial and Human Resources			
Financial Resources (in millions of			
Labour			
Gross Operating Expenditures	98.3	104.8	105.0
Voted Grants and Contributions	3.9	3.9	3.9

2008-2009

31.2

133.4

138.0

271.4

936

Planned Spending

2009-2010

31.2

139.9

141.0

280.9

968

2010-2011

31.2

140.1

145.0

285.1

970

Financial Resources (in millions of dollars)			
Labour			
Federal Mediation and Conciliation Service	8.4	8.4	8.4
National Labour Operations	182.9	185.9	189.9
International and Intergovernmental Labour Affairs	6.2	6.2	6.2
Workplace Policy and Information	38.7	38.7	38.7
Others ^b	1.5	1.5	1.5
Allocated Internal Services ^a	33.7	40.2	40.4
Total	271.4	280.9	285.1
Human Resources			
Full Time Equivalents	936	968	970

^a Internal Services resources related to the Ministers' Offices, the Deputy Ministers' Offices, the Comptroller's Office, the Internal Audit Services and the shared services have been prorated to each program activity.

^b Other category is for the resources which are not directly related to the sub-activities identified.

Enhanced Income Security, Access to Opportunities and Well-Being for Individuals, Families and Communities

D. Social Investment, Children and Families, Housing and Homelessness 7

Well-being for Individuals, Families and Communities...

C anada's economic prosperity, dynamic labour market, and its strong and vibrant society are

closely linked to the security and well-being of Canadians, their families and communities.

The Government of Canada is committed to helping all Canadians meet their needs by continuing to invest in the future of Canadian families and communities, and help those seeking to break free from the cycles of homelessness and poverty.

Strategic Outcome Indicators

Social Investment, Children and Families, Housing and Homelessness

Indicators	Current Level		Year
Number of and proportion of individuals aged 65 years +, who had low family income.	241,900	241,900 6.1% of all Seniors	
Number and proportion of individuals aged 65 years + who would have had low income without public pension support.	1,963,400	1,963,400 49.4% of all Seniors	
Percentage of recipient's individual income provided by the CPP-D benefit		42.6% includes QPP clients	2004
Primary child care arrangements for children aged 1 to 5 years	45% parental 55% non-parental 27.4% care by a relative 30.5% daycare centre 5% other		2004-2005
Percentage of young children with average to advanced levels of verbal development	86.5% of children 4-5 years of age displayed average to advanced levels of verbal development		2004-2005
Percentage of young children living in families exhibiting positive family functioning		91.3% of children from birth to five years of age lived in well- functioning families	2004-2005
Incidence of Low Income – Change in the number and percentage of families and children that fall below the post-tax low income cut-offs (post-tax LICOs), due to the National Child Benefit, in one year.	an estimate were prever a 12.4 perc	National Child Benefit initiati d 159,000 children in 60,50 nted from living in low incon ent reduction in the numbe n living in low income in 200	00 families ne. This is r of families
Depth of Low Income – Change in the aggregate amount of income that low-income families would need to reach the post-tax low income cut-offs (post-tax LICOs), due to the ational Child Benefit, in one year.	Child Benef Benefit redu	with children who received it Supplement in 2003, the uced the depth of low inconion, or 16.1 percent.	National Child
Core Housing Need	1.5 million Canadian households	13.7%	2001 Census

Within the portfolio, Human Resources and Social Development Canada (HRSDC) focuses on homelessness and Canada Mortgage and Housing Corporation (CMHC) focuses on housing. The Program Activity Architecture will be updated at the earliest opportunity to reflect this.

As highlighted at the outset of this report, individuals, families and communities are facing new challenges. HRSDC is working with other government departments, stakeholders, and the provinces and territories to address these challenges.

HRSDC provides a number of programs and services for Canadians to supply them with the support, knowledge, and information they need to maintain their well-being and facilitate their participation in all areas of society. There is a special emphasis on vulnerable Canadians.

In 2008-2009, HRSDC will continue its efforts to build and improve social investments for Canadians with a focus on core social programs for:

- children and families:
- · seniors:
- · people with disabilities;
- · communities; and
- homeless people and those at risk of homelessness.

The Department will achieve this by ensuring that programs are accountable, efficient and managed to achieve results.

Enhanced Income Security...

Ensuring income security is essential to the quality of life and well-being of Canadians, HRSDC develops and administers a broad range of programs that address the needs of seniors, people with disabilities and children and families. For example, in delivering and administrating the Canada Pension Plan and Old Age Security, the Department is committed to ensuring that seniors receive all the retirement benefits to which they may be entitled.

Income security is also a significant challenge for people with disabilities. Many of these individuals are not always able to earn an adequate income through employment. Recognizing these factors, the Government of Canada uses its fiscal and tax policies to support people with disabilities and their caregivers through a variety of income support measures and tax incentives. HRSDC also manages the Canada Pension Plan Disability program which pays monthly benefits to eligible contributors to enhance the social and economic participation of people with disabilities.

Did You Know?

- Today's seniors are living longer and are healthier in old age, and their financial situation has improved significantly over the past 25 years. The educational attainment of seniors has soared, and their attachment to the labour market has increased over the last decade.
- During 2008, the Government will keep its promise to pay up to \$3,500 in grants to match the contributions to Registered Disability Savings Programs which families and individuals make. The Government will also pay up to \$1,000 in bonds to Disability Tax Credit eligible low-income adults and low-income families with eligible children, which do not require private contributions to qualify.

The program is Canada's largest long-term disability insurance plan and is an important source of earnings replacement for Canada Pension Plan contributors who cannot work due to a severe and prolonged disability. In terms of new disability-related programming, the Department will implement the Registered Disability Savings Program announced in Budget 2007. This initiative will assist people with severe disabilities who qualify for the Disability Tax Credit to have savings to meet their needs later in life.

The economic security of families with children is another key area of concern for HRSDC. Despite a strong economy, some families with children continue to face challenges, and HRSDC is focused on improving conditions for those families with children living in low income.

Access to Opportunities

Access to opportunities refers to a wide variety of social programs and services that help individuals and families who face barriers in society and in the labour market. For HRSDC this means strengthening and building capacity to increase access to services, information, and resources, as well as funding and encouraging social programs that empower and engage citizens.

Recognizing that the needs of families are diverse, the Government of Canada provided parents with the flexibility to choose the option that best suits their needs. The Universal Child Care Plan recognizes families as the key building block of society and gives parents the flexibility to balance work and family as

Did You Know?

- The employment rate of mothers, including those with young children, roughly doubled in the past 30 years. Dual earner families with both parents in the paid labour force are increasingly the norm.
- In 2006, couples without children (42.7%) outnumbered couples with children (41.4%) for the first time.
- Young people are delaying transitions. In 2006, 43.5% of the 4 million young adults aged 20 to 29 either stayed in the parental home or moved back in.
- An estimated 2.8 million Canadians provide unpaid care to family and friends. As the population over 65 grows, so will pressures on family members to provide care.
- Each year, the Universal Child Care Benefit provides \$2.4 B to 1.5 million families on behalf of 2 million children.

they see fit. HRSDC will continue to support the implementation of the Universal Child Care Benefit. the cornerstone of Canada's Universal Child Care Plan. Through the Universal Child Care Benefit, parents receive \$100 per month (up to \$1200 per year) for each child under the age of six, to help support them in the choice of child care that best meets the needs of their family.

HRSDC continues to examine key pressures and challenges confronting Canadian families to create conditions and opportunities for success. HRSDC is committed to demonstrating federal leadership to provide greater choice and flexibility in child care, and fostering a work life balance.

HRSDC will continue to ensure that low-income families are effectively supported through the National Child Benefit initiative. Through this initiative, the federal government works in partnership with provincial and territorial governments to provide income support, as well as benefits and services, for low-income families and their children. The Government of Canada's contribution to this initiative is the National Child Benefit Supplement. In 2008-2009, the Department will also contribute to the continued development of supports for the working poor.

In addition, HRSDC will continue to work with its provincial and territorial colleagues on the

implementation of commitments made in intergovernmental agreements in support of young children and their families. This includes the 2000 Federal/Provincial/Territorial Early Childhood Development Agreement and the 2003 Multilateral Framework on Early Learning and Child Care, as well as monitoring the investments made by provinces and territories in support of the creation of child care spaces as outlined in Budget 2007.

As the federal government's focal point for seniors' issues, HRSDC supports and co-ordinates federal efforts to identify challenges and opportunities created by the growing seniors population. HRSDC will continue to work with other federal government departments and with the provinces, territories and stakeholders, on the policy, program development and coordination of the Government's approach to seniors' issues in Canada. HRSDC will also support the work of the Secretary of State (Seniors) and the National Seniors Council.

To improve the well-being of seniors, the Department will continue to deliver the New Horizons for Seniors Program. HRSDC will implement the two new components of the Program announced in Budget 2007 to maintain existing programs and activities for seniors and to help reduce elder abuse and fraud.

HRSDC also supports the Government of Canada on matters affecting people with disabilities. HRSDC strives to improve awareness, coherence, and horizontal management of disability issues within the Department, and across the Government of Canada. In this capacity, HRSDC's Office for Disability Issues will continue to serve as a model of accessibility for the federal government, and provide leadership in promoting accessible workplaces throughout the government. The Department will implement the Enabling Accessibility Fund announced in Budget 2007 to improve accessibility for people with disabilities in their communities by providing funding to contribute to the creation of abilities centres and small capital improvements on existing community buildings.

To contribute to the well-being of individuals, families and communities, HRSDC is committed to supporting the efforts of the community not-for-profit sector to innovate, strengthen networks of collaboration, promote self-sufficiency and share good practices to contribute to community well-being.

There is an emerging phenomenon across Canada where communities are developing unique and innovative local initiatives to improve the social and economic well-being of their residents. HRSDC is working to support these initiatives by helping communities in the area of early childhood development through the Understanding the Early Years initiative, supporting community data development, sharing information across federal departments about Canadian and international trends in community development, and working with the not-for-profit sector.

HRSDC works to prevent and reduce homelessness by working with communities to ensure increased strategic engagement with partners and improved coordination and delivery of services. The goal is to ensure the long-term sustainability of community efforts. To this end, the Homelessness Partnering Strategy provides \$269.6M over two years to help put in place the structures and supports needed to move individuals towards self-sufficiency and participation in Canadian society. The Strategy focuses on longerterm supportive and transitional housing as its approach to homelessness in Canada. By working with communities, provinces and territories, the private and not-for-profit sectors and Aboriginal partners, the Strategy encourages an effective alignment of federal/provincial/territorial investments and facilitates access to the range of services and programs needed by homeless individuals and families. Under the Homelessness Partnering

Did You Know?

- Canada's homeless population has many faces: men, women, children, youth, newly arrived immigrants, refugees, victims of spousal violence, persons suffering from mental illness or addictions, and low-wage workers.
- The Homelessness Partnering Strategy focuses on providing stable housing as the starting point and then provides additional supports as needed such as life skills, health and addictions counselling, training, and parenting skills.

Strategy, the federal government offers the provinces and territories the opportunity to enter into bilateral arrangements to improve collaboration between the two levels of government.

Homelessness has a significant impact on other federal policy areas, including health, crime prevention, immigrant settlement and employment. As such, in 2005, the Auditor General recommended strengthened horizontal accountability. The Homelessness Partnering Strategy supports this recommendation and, therefore, has earmarked \$1.6M over two years under the Strategy to test innovative horizontal collaboration with other relevant federal programs and policies. Upon conclusion, the results of these pilot projects are expected to inform future homelessness policy development.

Plans in Support of Strategic Outcome

Social Investment

Plan: Raise awareness of seniors' issues and improve the retirement income system

- Develop and advance policy options to address the issue of elder abuse.
- . Develop and implement a plan to inform people about the retirement income system and their role within it.
- Continue review of the Old Age Security Act and the Canada Pension Plan to ensure that the programs meet current and
 future needs. Implementation of Bill C-36 (an Act to amend the Canada Pension Plan and Old Age Security Act) will be a
 priority for 2008 2009, particularly those amendments dealing with lifetime Guaranteed Income Supplement applications.
- Support the National Seniors Council on matters related to the well-being and quality of life of seniors.
- Lead the development of policy proposals for the Canada Pension Plan Triennial Review.

Plan: Promote the full participation of people with disabilities in all aspects of society and community life

- Improve awareness, coherence, and horizontal management of disability policies and programs within HRSDC and across the Government of Canada.
- Develop and implement a disability management strategy for HRSDC and the portfolio in collaboration with internal partners.
- Lead in the provision of strategic policy advice, plans and initiatives to achieve the objectives of the 2010 Olympic and Paralympic Winter Games.
- Develop regulations and prepare options and Cabinet documents to prepare for the implementation and administration of the Registered Disability Savings Plan.
- · Make strategic investments in community infrastructure through the Enabling Accessibility Fund.
- Develop and advance policy options for a Canadians with Disabilities Act.
- Ensure that the Canada Pension Plan (CPP) remains responsive to the current and future needs of Canadians receiving CPP Disability Benefits by contributing to the CPP Triennial Review.
- Begin Phase II of the summative evaluation of the Canada Pension Plan Disability Program, which will gather mostly
 quantitative evidence to address evaluation questions regarding the net impacts of the Canada Pension Plan Disability
 program, on both applicants and beneficiaries.

Plan: Support not-for-profit community sector efforts to innovate, strengthen networks of collaboration, develop capacity and share good practices to contribute to community well-being

- Make strategic investments through the Social Development Partnerships Program in national not-for-profit
 organizations to improve social outcomes for children, families, people with disabilities and other vulnerable populations
 consistent with the social priorities of the Government. Prepare for the renewal of the program whose terms
 and conditions expire in March 2009.
- Increase the participation of seniors through projects funded through the New Horizons for Seniors Program and
 implement the new program components on capital assistance to maintain existing seniors' programs and activities,
 and on the promotion of awareness of elder abuse.
- Develop research, knowledge and policy expertise on social financing to better understand the opportunities for strengthening investments in social infrastructure and services, and address the financing needs of the community non-profit sector.
- Support experimental approaches to community self-help, and the transfer of knowledge across Canada of best practices, models and strategies to promote resilient communities.
- Support a government dialogue on understanding "place-based" policy approaches, models, and best practices in horizontal collaboration and partnerships to contribute to community well-being.

Plans in Support of Strategic Outcome

(continued)

Children and Families

Plan: Provide support and choices for families, through Canada's Universal Child Care Plan and other existing initiatives, to help ensure their children have the best possible start in life

- · Continued implementation of the Universal Child Care Benefit for all children under six, in partnership with Canada Revenue Agency, including a formative evaluation.
- Continued implementation of commitments in existing Intergovernmental (F/P/T) Agreements (2000 Federal/Provincial/ Territorial Early Childhood Development Agreement and the 2003 Federal/Provincial/Territorial Multilateral Framework on Early Learning and Child Care).
- Monitoring of provincial and territorial investments of \$250M in support of creation of child care spaces, as per commitments in existing intergovernmental agreements.
- · Continue to work with provincial and territorial governments on the National Child Benefit initiative.

Housing and Homelessness

Plan: Implement the Homelessness Partnering Strategy

- Seek Cabinet approval for renewal of the Homelessness Partnering Strategy present terms and conditions expire in March 2009.
- Allocate program funding based on approved community plans/projects, and update program guidelines and tools to implement the Homelessness Partnering Strategy that will ensure continuity of services to homeless people.
- · Focus on achieving tangible results for homeless and at risk persons through an approach that focuses on longer-term supportive and transitional housing.

Plan: Develop partnerships to better align investments

- · Hold discussions with provinces and territories to offer the opportunity to participate in bilateral arrangements to better align investments in support of community efforts.
- Shape meaningful public-private partnerships in the context of addressing homelessness challenges,

Plan: Strengthen horizontal links between Housing and Homelessness and other policy areas

- · Develop and advance policy options to help Canadians seeking to break free from the cycles of homelessness and poverty.
- Develop pilot projects with other federal departments to test collaborative approaches to the prevention and reduction of homelessness, as well as to reduce the impact of homelessness on other related policy areas and vice versa.

Logic Model • Social Investment, Children and Families, Housing and Homelessness

Enhanced income security, access to opportunities and well-being for individuals, families and communities

Program Activity

Social Investment

- · Raise awareness of seniors' issues and improve
- · Support full participation of persons with disabilities in the labour market and society
- Support non-profit community sector efforts develop capacity and share good practices to contribute to community well-being
- · Enhanced income security and social inclusion. increased opportunities and participation of Canadians (in particular for seniors, people with disabilities and communities), through departmental initiatives and through working with partners

Children and Families

- · Provide support and choices for families, through Canada's Universal Child Care Plan and other existing initiatives, to help ensure their children have the best possible start in life
- Provide families with a choice in child care
- · Support low-income families with children

Housing and Homelessness

- · Implement the Homelessness Partnering Strategy
- · Develop partnerships to better align investments · Strengthen horizontal links between homelessness and other policy areas
- · Contribution, with partners, to a more sustainable and comprehensive continuum of supports to help homeless Canadians move towards self-sufficiency and to prevent those at-risk from becoming homeless

- · Percentage of CPP contributors who have contributory coverage/eligibility for CPP-D
- Number of new community-based social development projects or initiatives that have been supported to promote the participation of children and families, people with disabilities or other vulnerable populations
- · Number of seniors involved in New Horizons for Seniors community projects
- Old Age Security
- Canada Pension Plan
- · Seniors Secretariat
- International Policy and Agreements
- Social Development Partnerships Program Disability Component
- · Canada Pension Plan Disability Benefits
- · Social Development Partnerships Program -Communities Component
- New Horizons for Seniors
- Intercountry Adoption

Planned Spending: \$63,028.0M / FTE: 1,219

- · Percentage of families who are receiving the Universal Child Care Benefit for their children under age 6.
- Universal Child Care Benefit
- · National Child Benefit Initiative

- · Amount invested in communities by external partners (not-for-profit groups, private sector organizations and other government departments) for every dollar invested by the Homelessness Partnership Initiative
- · Percentage of all Homelessness Partnering Strategy investments targeted to long-term stable housing and related services
- · Homelessness Partnership Initiative
- Homelessness Accountability Network
- Surplus Federal Real Property for Homelessness

Planned Spending: \$2,488.2M / FTE: 155

Planned Spending: \$165.6M / FTE: 376

Program Activity Descriptions

Social Investment

This Program Activity provides Canadians with pensions and benefits for retirement, death, and disability through the *Old Age Security Act* and the Canada Pension Plan. It also includes Social Investment programs, policies, and grants and contributions designed to ensure that children, families, seniors, communities, and people with disabilities are provided with knowledge, information, and opportunities to move forward with their own solutions to social and economic challenges. The operating expenditures are funded from the Departmental Reference Levels and the Canada Pension Plan Account.

Children and Families

This Program Activity provides support to families to ensure all children have the best possible start in life; that parents have choice in childcare, to ensure the needs of those who provide care to loved ones are taken into account and that families' economic security is sustained. This activity also undertakes specific initiatives supported by multilateral agreements between the Federal Government and Provinces and Territories through programs such as the Canada's Universal Child Care Plan, the National Child Benefit, and Multilateral Framework on Early Learning and Child Care. The operating expenditures are funded from the Departmental Reference Levels.

Housing and Homelessness⁸

This Program Activity provides programs and services that assist communities in helping homeless individuals and families, as well as those at risk of homelessness, move towards self-sufficiency, thereby contributing to society and the economy. This is accomplished through partnerships with all levels of government, the voluntary and private sectors, foundations, faith-based communities and unions. The activity accomplishes its objectives through the Homelessness Partnering Strategy, a class contribution and class grant program. The four class contribution programs are: Homelessness Partnership Initiative - Designated Communities, Homelessness Partnership Initiative - Outreach Communities, Homelessness Partnership Initiative - Aboriginal Communities, and Homelessness Partnership Initiative - Federal Horizontal Pilot Projects. The Homelessness Knowledge Development Program is a class contribution and class grant program that addresses the gaps and priorities in knowledge around issues of homelessness in Canada. The Surplus Federal Real Property for Homelessness Initiative, whose funds are administered through Public Works and Government Services Canada. provides surplus federal properties to communities across Canada to address their local homelessnessrelated needs. The operating expenditures are funded from the Consolidated Revenue Fund.

⁸ Within the portfolio, HRSDC focuses on homelessness and CMHC focuses on housing. The Program Activity Architecture will be updated at the earliest opportunity to reflect this.

Financial Tables

Social Investment, Children and Families, Housing and Homelessness

Strategic Outcome: Enhanced income security, access to opportunities and well-being for individuals, families and communities

Planned Spending

	2008-2009	2009-2010	2010-2011
Financial and Human Resources			
Financial Resources (in millions of dol	llars)		
Social Investment			
Gross Operating Expenditures	145.4	146.9	143.1
Voted Grants and Contributions	71.7	63.9	48.7
Statutory Grants and Contributions:			
Old Age Security	25,321.0	26,519.0	27,798.0
Guaranteed Income Supplement	7,696.0	7,974.0	8,264.0
Allowances	573.0	597.0	. 620.0
Registered Disability Savings Plan	115.0	165.0	210.0
Total Statutory Grants and Contributions	33,705.0	35,255.0	36,892.0
Total Gross Expenditures	33,922.1	35,465.8	37,083.8
Canada Pension Plan Benefits	29,105.9	30,728.0	32,466.1
Sub-Total Social Investment	63,028.0	66,193.8	69,549.9
Children and Families		-	
Gross Operating Expenditures	18.2	19.1	19.3
Statutory Grants and Contributions:			
Universal Child Care Benefit	2,470.0	2,480.0	2,485.0
Sub-Total Children and Families	2,488.2	2,499.1	2,504.3
Housing and Homelessness ^a	•		
Gross Operating Expenditures	41.8	1.2	1.2
Voted Grants and Contributions	123.8	-	-
Sub-Total Housing and Homelessness ^b	165.6	1.2	1.2
Total	65,681.8	68,694.1	72,055.4
Human Resources (Full Time Equiva	alents)		
Social Investment	1,219	1,228	1,205
Children and Families	155	158	160
Housing and Homelessness	376	6	6
Total - Full Time Equivalents	1,750	1,392	1,371

Financial Tables (continued)

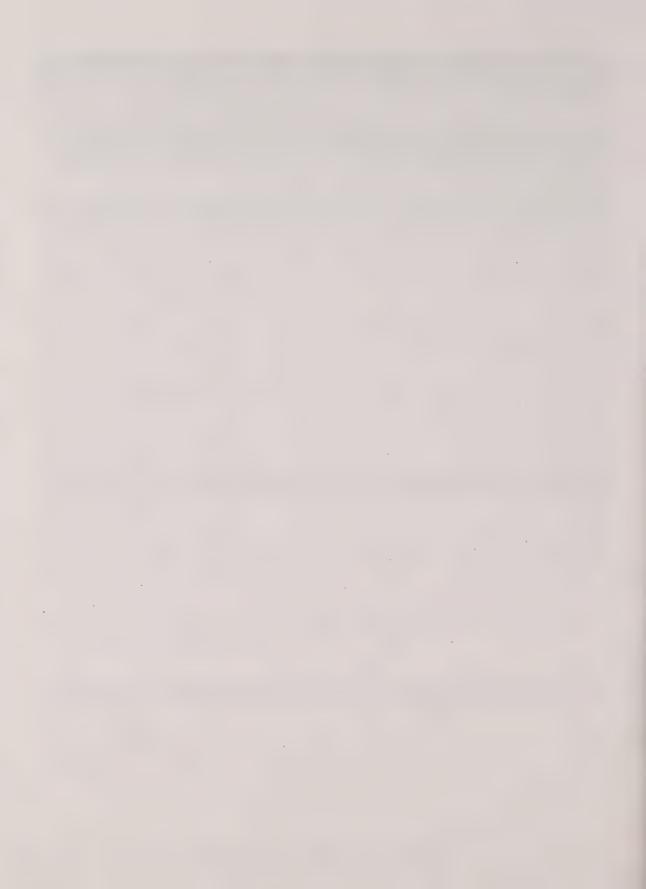
Planned Spending 2008-2009 2009-2010 2010-2011

Details by Programs and Services			
Financial Resources (in millions of dollars)			interpretation of the second control of the second
Social Investment			
Seniors and Pensions	58,997.6	61,965.7	65,120.9
Disability Program	155.3	200.2	231.9
Canada Pension Plan - Disability	3,759.4	3,912.5	4,086.6
Community Development and Partnerships	65.0	57.8	54.3
Allocated Internal Services ^c	50.7	57.6	56.2
Sub-Total	63,028.0	66,193.8	69,549.9
Children and Families			
Child Care	2,470.6	2,480.6	2,485.6
Multilateral Framework for Early Learning and Child Care	6.0	5.9	5.9
Early Childhood Development Agreement	2.8	2.8	2.8
National Child Benefit	2.4	2.4	2.4
Allocated Internal Services ^c	6.4	7.4	7.6
Sub-Total	2,488.2	2,499.1	2,504.3
Housing and Homelessness ^a			
Homelessness Partnership Strategy	150.9	0.7	0.7
Allocated Internal Services ^c	14.7	0.5	0.5
Sub-Total ^b	165.6	1.2	1.2
Total	65,681.8	68,694.1	72,055.4
Human Resources (Full Time Equivalents)			
Social Investment	1,219	1,228	1,205
Children and Families	155	158	160
Housing and Homelessness	376	6	6
Total - Full Time Equivalents	1,750	1,392	1,371

^a Within the portfolio, Human Resources and Social Development Canada focuses on Homelessness and Canada Mortgage and Housing Corporation focuses on housing. The Program Activity Architecture will be updated at the earliest opportunity to reflect this.

^b A new program, the Homelessness Partnering Strategy, was announced in December 2006 and is funded for two years (2007-2008 and 2008-2009).

^c Internal Services resources related to the Ministers' Offices, the Deputy Ministers' Offices, the Comptroller's Office, the Internal Audit Services and the shared services have been prorated to each program activity.



Achieve Better Outcomes for Canadians Through Service Excellence

E. Service Canada

ervice Canada is the Government of Canada's one-stop citizen-centred service delivery organization. Its mandate is to improve services for Canadians by working with partners to provide access to a range of government services and benefits that Canadians want and need across multiple service delivery channels including in person, by telephone, Internet or mail.

In collaboration with its service partners, Service Canada provides Canadians with access to more than 60 government programs and services. These include:

- Employment Insurance;
- Canada Pension Plan and Old Age Security benefits;
- · Passport Receiving Agent Services;
- Pleasure Craft Licenses;

and many on-line tools and applications such as

- Career Navigator (helps users explore career options and provides relevant information on occupations and employment prospects);
- Statement of Contributions (provides a personalized summary of individual contributions made by citizens to the Canada Pension Plan and their expected pension); and
- Appli-Web (offers an Employment Insurance electronic application).

Service Canada has more than 19,000 employees dedicated to serving Canadians and approximately 600 points of service throughout the country. The Service Canada delivery network includes scheduled outreach and mobile services; processing centres; the national 1 800 O-Canada phone service; the Canada web site; and a range of on-line services offered on the Service Canada web site.

Did You Know?

Each year. Service Canada serves Canadians by:

- Paying over \$75 billion (over \$200M a day) in benefits to Canadians, through approximately 122 million payments to about 10 million Canadians:
- Processing more than 5 million applications for government benefits;
- Answering over 53 million telephone calls;
- Receiving over 22 million visits to the Service Canada Web site;
- Hosting 9.3 million in-person visits from people inquiring about the Government of Canada, its programs and its services;
- Receiving 1.56 million requests for social insurance numbers;
- Posting more than 1 million job openings from employers.

Over the next year, Service Canada will continue to build on achievements to date. This means sustaining and enhancing the delivery of current services, while meeting the needs of Canadians today and into the future. In 2008-2009, Service Canada will focus on three overarching strategic priorities:

Improving Service to Canadians

Service Canada is committed to improving service to Canadians by putting citizens at the centre of how government delivers services and by serving them in the official language of their choice. Canadians will directly benefit from programs and services that are easy to find, easy to deal with and easy to access.

Enhancing the Efficiency and Effectiveness of Service Delivery

By enhancing the quality of service delivery, while reducing its cost, Service Canada is dedicated to improving the delivery of services to Canadians. Service Canada will continue to focus on improving the delivery, including design, of Employment Insurance, Canada Pension Plan, and Old Age Security through a streamlined and consistent approach. Service Canada will also strengthen service delivery, of the above-mentioned programs and

services, through the on-going simplification and standardization of automated processes. This work will also be supported by stronger information management practices and the use of technology.

Strengthening Organizational Capacity and Staff Competencies

Service Canada is committed to strengthening organizational capacity and staff competencies. Service Canada will continue to build a business foundation based on sound financial and information technology management that will support the delivery of citizen-centred service. Service Canada will also work towards building a strong workforce, as the organization recognizes that service excellence depends largely on having employees and managers with the right skills, competencies, and commitments to fulfill its mandate.

During 2008-2009, Service Canada will focus on these three priorities through its program activities: Seamless, Citizen-Centred Service; Integrity; and Collaborative, Networked Government Service.

Seamless, Citizen-Centred Service

In the past, Canadians had to determine how to access services and benefits across a multitude of programs and departments. Citizen-centred service is about changing how government serves Canadians by putting the citizen at the centre of how government does business, and providing the quality of service that Canadians need and expect.

A citizen-centred approach means integrating services in a way that reduces the burden to find and access programs and services Canadians need. By improving existing delivery channels, enhancing federal presence in communities, and improving working relations with other departments, orders of government and community-based partners. Service Canada is providing a more relevant and meaningful service delivery choice for Canadians.

Service Canada will strengthen the delivery of services to citizens by improving three areas:

Service strategies and policy - To assist in shaping the overall Government of Canada approach to service delivery while ensuring effective stewardship of public funds, Service Canada works on behalf of

HRSDC and in collaboration with other government departments and agencies to deliver programs and services on behalf of the Government of Canada. Service Canada's service policies and client segment strategies are positioned to take a leadership role in service delivery by meeting the needs of key client segments or "communities". These include families, seniors, youth, people with disabilities, Aboriginal people, official language minority communities, workers and employers, and newcomers to Canada. Service Canada also undertakes research and analysis relating to: demographics: economic and social trends: client perceptions, attitudes and characteristics; specific client needs; and international and domestic best practices to identify and guide the development and improvement of services to these groups.

Client Services - To meet the unique needs and demands of client seaments. Service Canada partnering allows for the development of an integrated service delivery approach on behalf of, or in cooperation with, policy departments or other orders of aovernment.

Service Delivery - To transform government service delivery for Canadians across all service delivery channels, Service Canada offers an existing capability to deliver a wide range of services and benefits by telephone, Internet, and in-person to ensure onestop, easy access to Government of Canada programs and services.

For the next three years, in order to strengthen the delivery of seamless, citizen-centred service, Service Canada will focus on better understanding the needs of Canadians by continuing the development and implementation of client segment strategies. Service Canada will also focus on improving the delivery of core services such as Employment Insurance, Canada Pension Plan, and Old Age Security. Service Canada will also work to increase the performance of its service delivery channels.

Delivery of new services will be limited to specific and strategic areas such as supporting the Labour Program with the introduction of the Wage Earner Protection Program and Common Experience Payments to eligible former students of recognized Indian Residential Schools. The objective of providing a more consistent service experience across all current service offerings is to meet the needs of Canadians regardless of their location.

Integrity

The Integrity program activity focuses on enhancing and strengthening the integrity of benefit delivery programs that provide over \$75B in benefits delivered to Canadians through Service Canada. Integrity of service delivery means providing the correct service offering to meet the client's full entitlement to benefits and services. Service Canada is committed to ensuring the accuracy of payments, the security and privacy of personal information, and the overall quality of service offerings. Implementing modern risk management practices will help ensure that appropriate measures are in place to safeguard the integrity of service delivery.

Service Canada will enhance the integrity of service delivery by improving in three areas:

Identity Management - As a foundation for service delivery, and to ensure the Social Insurance Register is used to support key federal programs such as the Canada Pension Plan, Old Age Security and Employment Insurance, and is also used by the Canada Revenue Agency for income tax purposes. The integrity of the Social Insurance Register was evaluated in 2007. The level of legitimate Social Insurance Numbers that are appropriately issued to the right person exceeded 99.9%. In addition, the accuracy of the key Social Insurance Register vital events data, namely date of birth and date of death, was found to be 97.3%. Service Canada is committed to further improve these rates by setting and reporting on goals for the integrity of the Social Insurance Register. For 2008, the goal for legitimate Social Insurance Numbers is to maintain the rate of 99.9% and the goal for key vital events data is to improve its accuracy to a level of 97.4%. These goals will be achieved mainly through the phased implementation of vital events information sharing agreements with the provinces and increased rigour in the Social Insurance Number issuance process. Service Canada will work towards implementing consistent identity registration and authentication capabilities for all service offerings.

Risk Management – To appropriately manage key operational risks that could impact its day-to-day operations, Service Canada will continue to build an enterprise wide risk management capability through the implementation of an integrated risk management framework which includes risk analysis, quality management and a mitigation function as a starting point. This improves Service Canada's ability to measure payment compliance and processing accuracy in benefit delivery, while protecting the security of personal information.

Processing – To achieve more effective, efficient, and streamlined processing and payment services to citizens, over the next three years, Service Canada plans to implement processing automation activities to reduce operating expenditures and ensure the accuracy of payments. It will also work to increase the integrity of the SIN and Social Insurance Register, implement rigorous risk and quality controls, and develop plans to upgrade software applications and the computer mainframe of the Department.

Collaborative, Networked Government Service

As one of the largest government service delivery organizations in Canada, Service Canada is a key resource for Canadians. By working hand-in-hand with federal government departments and agencies, as well as provincial, territorial and local governments, Service Canada is making it easier for Canadians to obtain government and community services simultaneously. Over the next year, Service Canada will continue to enhance this integrated network and improve Canadians' access to key services in the communities where they live.

Service Canada will work as a collaborative, networked government by focusing on two areas:

Partnerships – To bring together and integrate services in a way that better serves Canadians, Service Canada will seek to leverage existing service delivery mechanisms and infrastructure across all orders of government.

Information and Knowledge Management -

To maximize the management and usefulness of client information, Service Canada is involved with the development of information sharing agreements with partners; the enhanced management of data; and the protection of client information. For the next three years, Service Canada plans to implement existing vital events agreements (Ontario, British Columbia and Alberta), to strengthen information sharing capabilities. Further, Service Canada plans to negotiate three additional agreements with other provinces and territories to develop a new citizen-centred information architecture to provide a holistic approach to gathering, managing and using client information, and support HRSDC in the realignment of programs such as Labour Market Development Agreements.

Service Indicators

Service Canada

Service Indicators	2008-2009 Target
Percentage of access to automated telephone information services (no busy signals)	95%
Number of calls answered in the Interactive Voice Response System	Actual volume to be reported
Percentage of general enquiry calls answered by an agent within 18 seconds (1 800 O-Canada)	85%
Number of general enquiry calls answered by 1 800 O-Canada agents	Actual volume to be reported
Percentage of specialized calls answered by agents within 180 seconds	80%
Number of specialized programs calls answered by CPP/OAS, CSLP, El agents	Actual volume to be reported
24/7 Availability of Service Canada Internet – information and transaction	98%
Number of Service Canada Internet visits	Actual volume to be reported
Number of Job Bank Internet visits	95 million
Percentage of Canadians with access to a Service Canada point of service within 50 kilometres of where they live	95%
Number of Service Canada points of service	Actual volume to be reported
Number of in-person visits to a point of service - Self-served clients	Actual volume to be reported
Number of in-person visits to a point of service – Assisted clients	Actual volume to be reported
Percentage of notifications sent within seven days of receipt of applications	80%
Percentage of El benefit payment or non-payment notification issued within 28 days of filing	80%
Number of Employment Insurance initial and renewal claims received	Actual volume to be reported
Percentage of CPP retirement benefit payment or non-payment notification issued within first month of entitlement	85%
Number of Canada Pension Plan applications processed	Actual volume to be reported
Percentage of OAS basic benefit payment or non-payment notification issued within first month of entitlement	90%
Number of Old Age Security applications processed	Actual volume to be reported
Percentage of Apprenticeship Incentive Grant payments issued within 28 days of filing	85%
Number of Apprenticeship Incentive Grant issued	Actual volume to be reported
Number of Apprenticeship Incentive Grant applications received	Actual volume to be reported
Percentage of SINs issued using expeditious processes (SIN Rapid Access, Newborn Registration Service in Ontario and BC, and Teleapp in New Brunswick)	90%
Number of SIN applications processed	Actual volume to be reported
Payment Accuracy of Employment Insurance	95%
Payment Accuracy of Old Age Security	95%

Payment Accuracy of Canada Pension Plan	Baseline Year
Number of passport applications reviewed and forwarded to Passport Canada	Actual volume to be reported
Total number of fact sheets/publications available in languages other than English and French (Aboriginal and Foreign)	11
Number of Official Languages complaints received (Part IV & VII founded and unfounded)	Actual volume to be reported
Number of ecoAUTO applications recommended for approval	Actual volume to be reported
Number of pleasure craft licences applications processed	Actual volume to be reported

Plans in Support of Strategic Outcome

Seamless, Citizen-Centred Service

Plan: Complete Passport expansion, implement authentication pilots and renew agreement

 Service Canada will increase the number of Service Canada Centres that accept passport applications, implement a series of authentication pilots aimed at providing on-site client identification, and renew the partnership agreement with Passport Canada. This will enhance the efficiency of service delivery and provide improved one-stop access to services for Canadians.

Plan: Implement Common Experience Payment

· Service Canada will continue with the delivery of the Common Experience Payment program to all eligible former students who resided at recognized Indian Residential Schools.

Plan: Implement simplified and standardized Employment Insurance, Canada Pension Plan, Old Age Security services in all channels

• Service Canada is developing options to implement a simplified and standardized approach to delivering Employment Insurance, Canada Pension Plan, and Old Age Security by making key adjustments across all service channels through a streamlined and consistent delivery process and approach. This will help stabilize core processing operations and improve the way services are delivered to Canadians.

Plan: Develop key client segments

· Service Canada will develop a new client segment for Aboriginals and will also implement service strategies for the key client segments for seniors and workers. In order to meet the specific needs of these communities, Service Canada will engage internal and policy partners, develop client community profiles, and develop new service delivery approaches.

Plan: Improve efficiency, effectiveness, performance, coordination of channels

 Service Canada will improve the efficiency, effectiveness, performance and coordination of delivery channels (telephone, Internet, in-person network and mail) by developing a national quality control program, workload management initiatives, standardized new service performance measurements, integrated processes and coordinated channels over the next three to five years. This will help ensure one-stop easy access to programs and services for Canadians across the country.

Plans in Support of Strategic Outcome

(continued)

Plan: Implement Service Experience Model

 Service Canada will implement, over time, the service experience model in various Service Canada Centres that defines the way clients are served within Service Canada's in-person points of service. This will establish the future for Service Canada's in-person service delivery.

Plan: Develop contact centre vision and implementation plan

 Service Canada will develop a vision and multi-year integration and transformation plan for a client-focused contact centre, which will include skill-based call routing, a national quality assurance program, workload management tools, and a human resource strategy to attract and retain an appropriately sized and skilled workforce. This work will help support an integrated, world-class contact centre network that provides one-stop, easy-to-access, general and personalized services in a manner that is accessible, consistent, seamless, efficient, secure and cost-effective.

Integrity

Plan: Harvest significant operational savings, primarily through benefits processing automation (El target of 15-20% initial / 50% renewals by year end) and realize program savings

- Service Canada will implement processing automation activities, which include simplifying and standardizing processes to support automation, increasing the Record of Employment Web utilization, and enhance risk-based analysis and tools for managing and processing Employment Insurance, Canada Pension Plan and Old Age Security. These activities will improve the accuracy and timeliness of benefit payments to Canadians and lead to operational savings which will be reallocated to modernization and transformation initiatives.
- Service Canada will improve the integrity of programs and realize program savings through effective risk mitigation. This will be achieved through enhanced investigative and preventative activities to identify potential Employment Insurance fraud, expanded CPP/OAS investigations, and increased CPP/El premium and penalty collection.

Plan: Increase SIN/SIR integrity

- · Service Canada will continue implementing a Social Insurance Number Quality Management strategy to solidify and strengthen the Social Insurance Number and Social Insurance Register, as a reliable and secure identifier, pursuant to the recommendations by the Auditor General of Canada in her 2007 February Status Report to Parliament. Service Canada will work towards implementing consistent identity registration and authentication capabilities for all service offerings.
- Service Canada is committed to further improve these rates by setting and reporting on goals for the integrity of the Social Insurance Register. For 2008, the goal for legitimate Social Insurance Numbers is to maintain the rate of 99.9% and the goal for key vital events data is to improve its accuracy to a level of 97.4%.

Plan: Implement common operational risk management frameworks

• Service Canada will implement an enterprise-wide service integrity framework which will focus on operational risk and quality management, internal integrity, security and performance. This initiative will allow Service Canada to build risk analysis capacity and establish formal processes for monitoring and reporting risk management effectiveness. This framework will lead to the reduction of errors and the achievement of significant program savings.

Plan: Implement quality management framework for OAS and develop one for CPP/EI

 Service Canada is building an enterprise-wide quality measurement system which will look at service delivery from various perspectives, starting with assessing compliance with program authorities and payment accuracy. This framework will contribute to the integrity and efficiency of benefit processing by developing and aligning standards and tools necessary to conduct quality and operational monitoring/reviews for existing programs and new service offerings. Enhancements in service delivery will be achieved by incorporating quality standards that meet public expectations and government regulations.

Plan: Develop application and mainframe transition plan

· Service Canada will develop a renewal road map in order to modernize its technology infrastructure and associated software applications.

Plans in Support of Strategic Outcome

(continued)

Collaborative, Networked Government Service

Plan: Implement existing vital events agreements and sign three additional agreements

• Service Canada will develop options for continued work under the Vital Events Management strategy to increase information sharing between provinces/territories and Service Canada, permitting timely and complete updates of vital event information. This will result in increased integrity of Social Insurance Registry data and further contribute to seamless citizen-centred service.

Plan: Develop new citizen-centred information architecture

• Service Canada will continue to develop a holistic approach to gathering, managing and using client information to improve service to Canadians.

Plan: Support HRSDC in Labour Market Development Agreement discussions

• Service Canada will provide support to Human Resources and Social Development Canada (HRSDC) on Labour Market Development Development Agreement discussions with co-managed provinces and territories.

- Percentage of access to automated telephone information services (no busy signals) – 95%
 - Number of calls answered in the Interactive Voice Response System Actual Volume to be reported
- Percentage of general enquiry calls answered by an agent within 18 seconds (1 800 O-Canada) – 85%
 - Number of general enquiry calls answered by 1 800 O-Canada agents Actual Volume to be reported
- Percentage of specialized calls answered by agents within 180 seconds – 80%
 - Number of specialized programs calls answered by CPP/OAS, CSLP, El agents Actual Volume to be reported
- 24/7 Availability of Service Canada Internet information and transaction – 98%
 - Number of Service Canada Internet visits Actual Volume to be reported
 - Number of Job Bank Internet visits 95 million
- Percentage of Canadians with access to a Service Canada point of service within 50 kilometres of where they live – 95%
 - Number of Service Canada points of service 601
 - Number of in-person visits to a points of service Self-served clients Actual Volume to be reported
 - Number of in-person visits to a point of service Assisted clients Actual Volume to be reported
- Percentage of notifications sent within seven days of receipt of applications – 80%
- Percentage of El benefit payment or non-payment notification issued within 28 days of filing – 80%
 - Number of Employment Insurance initial and renewal claims received Actual Volume to be reported

- Percentage of CPP retirement benefit payment or non-payment notification issued within first month of entitlement – 85%
- Number of Canada Pension Plan applications processed Actual Volume to be reported
- Percentage of OAS basic benefit payment or non-payment notification issued within first month of entitlement – 90%
- Number of Old Age Security applications processed Actual Volume to be reported
- Percentage of Apprenticeship Incentive Grant payments issued within 28 days of filing – 85%
- Number of Apprenticeship Incentive Grant issued Actual Volume to be reported
- Number of Apprenticeship Incentive Grant applications received Actual Volume to be reported
- Percentage of SINs issued using expeditious processes (SIN Rapid Access, Newborn Registration Service in Ontario and BC, and Teleapp in New Brunswick) – 90%
 - Number of SIN applications processed Actual Volume to be reported
- Payment Accuracy of Employment Insurance 95%
- Payment Accuracy of Old Age Security 95%
- Payment Accuracy of Canada Pension Plan Baseline Year
- Number of passport applications reviewed and forwarded to Passport Canada
- Total number of fact sheets/publications available in languages other than English and French (Aboriginal and Foreign) – 11
- Number of Official Languages complaints received (Part IV & VII founded and unfounded) – Actual Volume to be reported
- Number of ecoAUTO applications recommended for approval Actual Volume to be reported
- Number of pleasure craft licences applications processed Actual Volume to be reported
- Client satisfaction in relation to services provided 80%

Citizens are connected to whole-of-government programs and services through easy to access multiple channels that meet their individual needs.

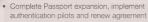
Benefits are delivered in the most cost-effective manner to the right citizen, at the right time, and for the purpose they were intended. Programs and services are synchronized within the federal government and across jurisdictions to enhance efficiency and ease of accessibility for citizens

Program Activity

Seamless, Citizen-centred Service

Integrity

Collaborative, Networked Government Service



- · Deliver Common Experience Payment
- Implement simplified and standardized EI, CPP, OAS service offerings in all channels
- Develop key client segment for Aboriginals and will implement service strategies for key client segments for Seniors, Workers
- Improve efficiency, effectiveness, performance, coordination of channels
- Implement Service Experience Model in various Service Canada Centres.
- Develop contact centre vision and implementation plan

- Harvest significant operational savings, primarily through benefits processing automation (El target of 15–20% initial / 50% renewals by year end) and realize program savings
- Increase SIN/SIR integrity
- Implement common operational risk management frameworks
- Implement quality management framework for OAS and develop one for CPP/EI
- Develop application and mainframe transition plan

- Implement existing vital events agreements and sign three additional agreements
- Develop new citizen-centred information architecture
- Support HRŞDC in LMDA discussions

Resources

Planned Spending: \$1,714.8M / FTE: 19,251

Programs in Support of Plans

Seamless, Citizen-Centred Service

This Program Activity develops service policies and client community strategies; conducts research and analysis pertaining to citizens and communities' needs and expectations; develops new service offerings and improves existing ones; and delivers one-stop, easy-to-access, personalized services by phone, Internet and In-person. The operating expenditures are funded from the Departmental Reference Levels, the Employment Insurance Account and the Canada Pension Plan Account.

Integrity

This Program Activity enhances and strengthens the integrity of programs to ensure that the right person or organization receives the right service or benefit at the right time, and for the intended purpose. It implements the Social Insurance Number and the Social Insurance Registry as the foundation for a safe and secure common identifier, develops integrity risk management strategies that will address operational risks and lead to the reduction of payment errors, and processes grants and contributions, individual benefits and mail service requests.

The operating expenditures are funded from the Departmental Reference Levels, the Employment Insurance Account and the Canada Pension Plan Account.

Collaborative, Networked Government Service

This Program Activity implements a government-wide, collaborative, networked business approach to delivering citizen-centred service to Canadians by working with other federal departments and agencies, other levels of government, and community partners, sharing information, adopting interoperable systems and infrastructures, providing secure management of citizen's personal information and respect of their privacy, and increasing the accuracy of the Social Insurance Registry through more timely and complete updates with vital statistics organizations. The operating expenditures are funded from the Departmental Reference Levels and the Employment Insurance Account.

Financial Tables

Total - Full Time Equivalents

Service Canada

Strategic Outcome: Achieve better outcomes for Canadians through service excellence

		rainica openang			
	2008-2009	2009-2010	2010-2011		
Financial and Human Resources	er trianger i Arrest de La Santa de La La composição de la compo				
Financial Resources (in millions of dollars)					
Seamless, Citizen-Centred Service			30 - 10 - 10 - 10 - 10 - 10 - 10 - 10 -		
Gross Operating Expenditures	602.2	595.9	598.2		
Sub-Total Seamless, Citizen-Centred Service	602.2	595.9	598.2		
Integrity					
Gross Operating Expenditures	880.2	876.2	876.0		
Sub-Total Integrity	880.2	876.2	876.0		
Collaborative, Networked Government Service					
Gross Operating Expenditures	232.4	232.7	232.8		
Sub-Total Collaborative, Networked Government Service	232.4	232.7	232.8		
Total	1,714.8	1,704.8	1,707.0		
Human Resources (Full Time Equivalents)					
Seamless, Citizen-Centred Service	7,335	7,377	7,453		
Integrity	. 11,106	11,047	11,042		
Collaborative, Networked Government Service	810	813	813		

19,251

Planned Spending

19,237

19,308

Financial Tables (continued)

Details by Programs and Services Financial Resources (in millions of dollars) **Seamless, Citizen-Centred Service** Service Strategies and Policy 5.2 5.1 5.1 Client Service Offerings 35.5 36.0 37.4 Service Delivery 342.1 339.9 341.7 Allocated Internal Services^a 219.4 214.9 214.0 Sub-Total 602.2 595.9 598.2 Integrity **Identity Management** 10.6 10.6 10.6 Risk Management 103.7 103.7 103.7 Processina 449.6 446.9 447.1 Allocated Internal Services^a 316.3 315.0 314.6 Sub-Total 880.2 876.2 876.0 **Collaborative, Networked Government Service**

2008-2009

148.0

1.0

83.4

232.4

1,714.8

7,335

11,106

19,251

810

Planned Spending 2009-2010

148.1

1.0

83.6

232.7

1,704.8

7,377

11.047

19,237

813

2010-2011

148.1

1.0

83.7

232.8

1,707.0

7,453

11.042

19,308

813

Partnerships

Sub-Total

Total

Integrity

Information and Knowledge Management

Human Resources (Full Time Equivalents)

Allocated Internal Services^a

Seamless, Citizen-Centred Service

Total - Full Time Equivalents

Collaborative, Networked Government Service

a Internal Services resources related to the Deputy Head's Office, the Chief Financial Officer's Office, the Internal Audit Services, Policy, Partnerships and Corporate Affairs and shared services have been prorated to each program activity.

2008-2009 Report on Plans and Priorities Expenditure Profile

Service Canada

	(millions of dollars)
Budgetary	
Operating Costs (Vote 1)	454.9
Delivery Cost related to:	
° Employment Insurance Account	1,052.8
° Canada Pension Plan	202.1
° Other Government Departments	5.0
Sub-total	1,259.9
Gross Operating Costs ^a	1,714.8 ^a
Delivered on behalf of Human Resources and Social Development	
Canada (HRSDC) ^b	
Voted Grants and Contributions (Vote 5)	595.6
Statutory Payments:	
° Old Age Security	25,321.0
° Guaranteed Income Supplement	7,696.0
° Allowance Payments	573.0
Sub-total Other Statutory Payments	33,590.0
Canada Pension Plan benefits	29,105.9
Employment Insurance benefits	
• Part I	12,827.0
• Part II	2,054.4
Sub-total Employment Insurance benefits	14,881.4
Labour Market Development Agreement System Enhancement Costs	24.0
Total Statutory Transfer Payments	77,601.3°
Total Delivered on behalf of HRSDC	78,196.9
Consolidated Total	. 79,911.7

^a This amount includes statutory items for employee benefit plans.

^b The financial strategy for Service Canada establishes that statutory funds, including Employment Insurance, Canada Pension Plan, Old Age Security and voted grants and contributions related to the delivery of specified programs are allocated annually by HRSDC.

^c This amount directly benefits Canadians or organizations and is delivered on behalf of HRSDC.



Section III

Supplementary Information

Table 1

Departmental Link to the Government of Canada Outcomes

Planned Spending (in millions of dollars)

2008-2009 2009-2010 2010-2011

Alignment to Government of Canada Outcome Area

Strategic Outcome: Policies and programs that meet the hu of Canadians	iman capital and social de	velopment nee	eds		
Policy, Research and Communications	185.2	168.3	168.3	1	Income Security and Employment for Canadians
Strategic Outcome: Enhanced Canadian productivity and p	articipation through effici	ent and inclusi	ve labour		
markets, competitive workplaces and access to learning					
Labour Market	16,375.7	16,899.5	17,361.9	1	Income Security and Employment for Canadians
Workplace Skills	273.8	259.8	240.3	1	An Innovative and Knowledge-based Economy
• Learning	2,096.6	1,921.5	1,808.4	1	An Innovative and Knowledge-based Economy
Sub-Total	18,746.1	19,080.8	19,410.6		
Strategic Outcome: Safe, healthy, fair, stable, cooperative, labour standards	productive workplaces an	d effective inte	rnational		
• Labour	271.4	280.9	285.1	1	A Fair and Secure Marketplace
Strategic Outcome: Enhanced income security, access to opportunities and well-being for individuals, families and communities					
Social Investment	63,028.0	66,193.8	69,549.9	1	Income Security and Employment for Canadians
Children and Families	2,488.2	2,499.1	2,504.3	1	Income Security and Employment for Canadians
Housing and Homelessness ^{a,b}	165.6	1.2	1.2	1	Strong Economic Growth
Sub-Total	65,681.8	68,694.1	72,055.4		
Strategic Outcome: Achieve better outcomes for Canadians	s through service excellen	ice (Service Ca	nada)		
Seamless, Citizen-Centred Service	602.2	595.9	598.2	1	Government Affairs
Integrity	880.2	876.2	. 876.0	1	Government Affairs
Collaborative, Networked Government Service	232.4	232.7	232.8	1	Government Affairs
Sub-Total	1,714.8	1,704.8	1,707.0		
TOTAL	86,599.3	89,928.9	93,626.4		

^a A new program, the Homelessness Partnering Strategy, was announced in December 2006 and is funded for two years (2007–2008 and 2008–2009).

b Within the porfolio, Human Resources and Social Development Canada focuses on Homelessness and Canada Mortgage and Housing Corporation focuses on housing. The Program Activity Architecture will be updated at the earliest opportunity to reflect this.

Table 2 Sustainable Development Strategy

HRSDC's Sustainable Development Strategy (SDS) was tabled in Parliament on December 20, 2006. The strategy has a two-pronged approach: it focuses on the application of a sustainable development lens while developing policies and programs through a select number of Signature Projects and Greening Operations initiatives associated with day-to-day operations. Over the course of the Strategy, key departmental priorities are:

- · decreasing building energy use;
- · reducing vehicle emissions;
- · expanding green procurement;
- increasing green processing in the delivery of programs and services;
- improving collaboration with communities for sustainability; and
- developing Signature Projects as examples of the Department's approach to sustainable development in policy making and program design.

The departmental Green Operations will involve twenty-four activities such as infrastructure energy saving initiatives, energy conserving lighting, decreasing office equipment energy use, recycling, fleet optimization, eco-driving or carpooling, green hotel usage, green procurement, e-waste management and simplification of program delivery document requirements.

HRSDC's longer term approach for this SDS is to select a focused number of meaningful projects to advance sustainable development knowledge from the policy and program design perspective. These Signature Projects will demonstrate that the Department is stretching beyond business as usual by representing a broader approach to review programs and identify areas where all three sustainable development areas – economic, environmental and social – are addressed. This will occur through the application of a sustainable development lens to policy and program development, requiring a greater investment of funds, time, and participation stretching beyond a three-year period. HRSDC will undertake Signature Projects in the following three areas:

- People: Supporting initiatives that help Canadians invest in themselves, by providing access to learning, income security, and supporting efficient and inclusive labour markets to improve the sustainability of communities.
- Partnerships: Leveraging knowledge and people to develop partnerships and identify new opportunities to encourage sustainable employment in particular as it relates to the environment.
- **Knowledge:** Generating a social and economic indicators information base to ensure that current Canadian social, environmental and economic factors inform decision-making.

HRSDC has determined that the best way to ensure probity and accountability for the outcomes identified in Greening Operations and Signature Projects is to strengthen the development, management and monitoring of proposed activities, and to ensure that staff are trained to incorporate sustainable development measures into their day-to-day work. Over and above these activities, in 2008–2009, the Department will be focusing on reducing its environmental impact through more efficient and environmentally-friendly processing of service offerings and increasing awareness of promoting the role of staff in undertaking sustainable development initiatives.

Table 2 Sustainable Development Strategy (continued)

The following provides an overview of the planned SDS activities and their expected results for 2008 - 2009 as per governmental and departmental goals:

Departmental SDS Vision: Advancing sustainable development by supporting a strong, inclusive labour market and society, and by being an example of sustainability in the provision of Government of Canada services to Canadians in a manner that reduces the impact on the environment.

SD Priority	Federal SD Goal and Government-wide Outcomes	Long-Term Goal	Performance Measurement from Current SDS	Expected Results for 2008–2009
Building Energy	Goal 3 Reduce greenhouse gas emissions 3.2.1 Support for clean technologies is provided (such as building, transportation, and industrial processes) Goal 5 Sustainable Development and Use of Natural Resources 5.2.1 Sustainable consumption and production of natural resources is promoted	Energy consumption and GHG emissions reduced	 Infrastructure Energy Saving Initiative Energy Conserving Lighting Initiative Decreasing Office Equipment Energy Use Recycling Initiative Extra/Intra- jurisdictional Offices Sharing Initiative 	Reduced energy use for buildings Increased volume and types of materials recycled Increased number of shared office properties with different levels of government
Vehicle Emissions	Goal 3 Reduce greenhouse gas emissions 3.3.1 Emissions are reduced	Departmental vehicle usage has reduced or eliminated GHG emissions	 Fleet Optimization Initiative Extra/Intra- jurisdictional Carpooling Initiative Conducting Training Sessions with Fleet Management Employees Eco-driving Initiative 	Reduced vehicle fleet GHG emissions Increased carpooling with other government departments and jurisdictions Increased sustainable vehicle procurement by fleet management staff Increased sustainable vehicle usage awareness among staff

of Natural Resources

5.3.1 Environmentally

sustainable use of

natural resources

is promoted

SD Priority	Federal SD Goal and Government-wide Outcomes	Long-Term Goal	Performance Measurement from Current SDS	Expected Results for 2008–2009
Green Procurement	Goal 5 Sustainable Development and Use of Natural Resources 5.3.1 Environmentally sustainable use of natural resources is promoted	Most products and services purchased are 'green'	Green Hotel Usage Initiative Sustainable Procurement Initiative Conducting Training Sessions with Administrative Assistants E-Waste Initiative Regional Offices Phonebook Reduction Initiative	Increased departmental usage of certified sustainable accommodations Increased purchase of green items Increased green procurement awareness among procurement staff Redirection of E-Waste to recycling depots Reduced acquisition of paper materials by moving to online directories
Green Processing	Goal 5 Sustainable Development and Use of Natural Resources 5.3.1 Environmentally sustainable use of natural resources is promoted	Reduced environmental impact for all services provided	 Processing Automation Initiative Simplification of Program Delivery Document Requirements Paper Reduction Initiative 	Decreased use of paper and energy to process service offerings Decreased service delivery processing requirements and paper usage Reduced quantity of paper printed within the Department
Collaboration with Communities	Goal 4 Sustainable Communities 4.1.1 Communities are well positioned to advance sustainable social development 4.3.2 Risks to human and ecosystem health from harmful substances are reduced (including cleanup of federal contaminated sites) Goal 5 Sustainable Development and Use of Natural Resources	Communities are more engaged in sustainable development	Promoting Environmentally Friendly Service Delivery Channels Service Canada Centre Design Initiative Strengthening Environmental Assessment Function Encouraging Staff Volunteerism in Local Communities Building Feedback Process to Policy Departments	Increase in awareness and use of electronic Service Canada service offerings Increased number of Service Canada Service Canada Service Centres designed to enhance service experience Increase the number of grants and contributions applications funded by Service Canada that receive environmental reviews Increase in

Section III Supplementary Information 109

• Diffusing Sustainable

Development

Service Canada

Service Centres

Information in

• Increase in

volunteerism by

Departmental staff

in their communities

Table 2 Sustainable Development Strategy (continued)

Table 2	sustainable Develop	ment strategy (c	опшниеи)	
SD Priority	Federal SD Goal and Government-wide Outcomes	Long-Term Goal	Performance Measurement from Current SDS	Expected Results for 2008–2009
			Facilitating Recycling in Service Canada Service Centres	Improvement in meeting client needs in the delivery of service offerings Posted and updated sustainable development information in Service Canada Service Centres Increased volume of recycling in Service Canada Service Centres
Signature Projects	Goal 4 Sustainable Communities 4.1.1 Communities are well positioned to advance sustainable social development 4.2.1 Communities are well positioned to adapt and to maintain or generate sustainable economic activities 4.3.2 Risks to human and ecosystem health from harmful substances are reduced (including cleanup of federal contaminated sites)	Environmental industry has the necessary labour force to address environmental impacts Information on the well-being of Canadians is used in decision-making Labour market development that provides sustainable employment	Partnerships – Sector Councils: Promote the work with the ECO council to encourage similar work in other sectors Knowledge – indicators on the well-being of Canadians People – Labour Market and Skills Development	Identification of future HR skills needs for the environmenta sector Key indicators available on the well-being of Canadians Strategies developed and training available
Governance for Sustainable Development	Goal 6 Governance for Sustainable Development 6.1.1 SDS commitments are integrated into the key planning and reporting processes of departments and agencies 6.1.2 Clear and effective governance mechanisms to integrate sustainable development in decision making, e.g., SEA	SD is incorporated into departmental policies and decision-making	Developing and Implementing Sustainable Development Policies and Directives Establishing Organizational Structure dedicated to Sustainable Development Integrating SDS into the Departmental Planning and Reporting Cycle Building a Sustainable Development Recognition Program	Sustainability initiatives within Department supported by timely and appropriate policies and directives Ensuring that there are defined SD leadership roles and responsibilities within the Department Reporting by the Department on SDS activities in departmental documents including the RPP,

including the RPP, DPR and Service Canada Annual Report

Table 2 Sustainable Development Strategy (continued)					
SD Priority	Federal SD Goal and Government-wide Outcomes	Long-Term Goal	Performance Measurement from Current SDS	Expected Results for 2008–2009	
			Building Engagement Enablers	Recognizing Departmental staff	
			Establishing SDS Network with Representatives from all Branches and Regions	for their sustainal development-rela efforts	
				 Increase awarenes of sustainable develor ment issues amon staff 	
				Developing a national network of Service Canada staff to support sustainable develo ment activities and assist with monitoria	

Table 3 **Details on Transfer Payment Programs**

Over the three fiscal years (2008-2009 to 2010-2011), HRSDC will manage the following transfer payment programs in excess of \$5 million:

Labour Market

- 1. Youth Employment Strategy
- 2. Opportunities Fund for Persons with Disabilities
- 3. Aboriginal Skills and Employment Partnerships
- 4. Aboriginal Human Resources Development Strategy
- 5. Enabling Fund for Official Language Minority Communities
- 6. Multilateral Framework for Labour Market Agreements for Persons with Disabilities
- 7. Targeted initiative for Older Workers
- 8. Labour Market Agreements

Workplace Skills

- 9. Sector Council Program
- 10. Adult Learning, Literacy and Essential Skills Program
- 11. Foreign Credential Recognition Program
- 12. Workplace Skills Initiative
- 13. Apprenticeship Incentive Grant

Learning

- 14. Canada Student Loans Program Liabilities
- 15. Canada Student Loans Program Interest Payments and Liabilities
- 16. Canada Student Loans Program Direct Financing Arrangement
- 17. Canada Study Grants and Canada Access Grants
- 18. Canada Education Savings Program Canada Learning Bond
- 19. Canada Education Savings Program Canada Education Savings Grant

Social Investment

- 20. Old Age Security
- 21. Guaranteed Income Supplement
- 22. Allowance Payments
- 23. Social Development Partnership Program
- 24. New Horizons for Seniors
- 25. Enabling Accessibility Fund

Children and Families

26. Universal Child Care Benefit

Housing and Homelessness

27. Homelessness Partnering Strategy

Labour

28. Wage Earner Protection Program

Further information on these projects can be found at

http://www.tbs-sct.gc.ca/est-pre/20082009/p3a_e.asp

Table 4 Evaluations

Below is a listing of audits and evaluations planned for 2008-2009. Several of these projects will be completed during the year while others will be starting. Evaluations are presented by program activities as they are seen in the approved Program Activity Architecture for 2008-2009.

http://www.hrsdc.gc.ca/en/publications_resources/evaluation/index.shtml

Name of Evaluation	Evaluation Type	Status	Expected Completion Date
Labour Market			
Regular Benefits	Summative	Planned for 2010-2011	
New entrant Re-entrant	Summative	In the field	Fall 2008
New entrant Re-entrant	Formative	Analysis of results	Spring 2008
Sickness Premium Reduction	Summative	In the field	Fall 2008
5 Week Seasonal	Summative	In the field	Spring 2008
Three Pilot Projects - Seasonal Workers	Summative	Terms of Reference in progress	2008-2009
Labour Market Development Agreement: Yukon	Summative	Methodology development phase	Winter 2008
Labour Market Development Agreement: New Brunswick	Summative	Analysis of results	Winter 2008
Labour Market Development Agreement: Nova Scotia	Summative	In the field	Summer 2008
Labour Market Development Agreement: PEI	Summative	In the field	Summer 2008
Labour Market Development Agreement: Manitoba	Summative	Methodology development phase	Fall 2008
Labour Market Development Agreement: NWT	Summative	Methodology development phase	Fall 2008
Labour Market Development Agreement: Alberta	Summative	Analysis of results	Spring 2008
Labour Market Development Agreement: Saskatchewan	Summative	Analysis of results	Winter 2008
Labour Market Development Agreement: Nunavut	Summative	Planned for 2010-2011	
Aboriginal Human Resources Development Agreements	Formative	Analysis of results	Spring 2008
Aboriginal Human Resources Development Agreements	Summative	Terms of Reference in progress	Fall 2008
Aboriginal Skills and Employment Partnership	Formative	Analysis of results	Winter 2008
Aboriginal Skills and Employment Partnership	Summative	Terms of Reference in progress	Spring 2008
Labour Market Adjustment – Targeted Initiative for Older Workers	Feasibility Assessment	Terms of Reference in progress	Winter 2008
Official Language Minority Communities	Summative	Planned for 2009-2010	
Youth Employment Strategy	Summative	Analysis of results	Winter 2008

-				_
 Ta	les l	n	A	
1 43		ıe	-	

Name of Evaluation	Evaluation Type	Status	Expected Completion Date
Workplace Skills			
Apprenticeship Incentive Grant	Implementation	Methodology Development Phase	2008-2009
Apprenticeship Incentive Grant	Targeted	Planned for 2010-2011	
Workplace Skills Initiative	Summative	Planned for 2009-2010	
Training Centre Infrastructure Fund	Summative	Terms of Reference in progress	Spring 2008
Going to Canada Immigration Portal	Summative	Planned for 2009-2010	2009-2010
Temporary Foreign Worker Program	Framework	Terms of Reference in progress	Spring 2008
Foreign Worker Recognition Program	Summative	Terms of Reference in progress	Fall 2008
Labour Market Information	Summative	Planned for 2010-2011	
Wage Earner Protection Program	Targeted	Planned for 2010-2011	
Adult Learning, Literacy and Essential Skills Program	Formative	Terms of Reference in progress	Fall 2008
Adult Learning, Literacy and Essential Skills Program	Summative	Planned for 2010-2011	
Learning			
Canada Student Loans Program	Summative	Methodology development phase	2010-2011
Canada Learning Bond	Summative	Planned for 2009-2010	
Canada Education Savings Grants	Formative	Methodology development phase	Spring 2008
Canada Education Savings Grant	Summative	Planned for 2009-2010	
Labour			
Workplace Equity Programs	Summative	Reporting phase	2007-2008
Occupational Health and Safety	Framework	Planned for 2008-2009	
Fire Protection	Summative	Planned for 2009-2010	2010-2011
Racism Free Workplace Strategy	Summative	Planned for 2009-2010	2009-2010
Federal Workers Compensation	Summative	Planned for 2009-2010	2009-2010
International Trade and Labour Program	Summative	Planned for 2008-2009	
Social Investment			
OAS	· Summative	Terms of Reference in progress	Summer 2010
Labour Market Agreements for Persons with Disabilities – Manitoba	Formative	Methodology development phase	Fall 2008
Labour Market Agreements for Persons with Disabilities – Prince Edward Island	Summative	Terms of Reference in progress – Planned for Fall 2008	
Labour Market Agreements for Persons with Disabilities – Nova Scotia	Summative	Terms of Reference in progress – Planned for Fall 2008	

Table 4 Evaluations (continued)

Name of Evaluation	Evaluation Type	Status	Expected Completion Date
Opportunities Fund for Persons with Disabilities	Summative	Analysis of results	Winter 2008
New Horizons for Seniors	Formative	Methodology Development Phase	Spring 2008
New Horizons for Seniors	Combined Implementation/ Summative	Planned for 2009-2010	
Understanding the Early Years	Formative	Analysis of results	Spring 2008
Understanding the Early Years	Summative	Planned for 2009-2010	
Social Development Partnerships Program	Summative	Field work phase	Spring 2008
Voluntary Sector Initiative	Summative	Planned for Spring 2008	
Children and Families			
Universal Child Care Benefit (UCCB)	Framework Formative	Terms of Reference in progress Evaluation phase	2008-2009 2008-2009
National Child Benefit Evaluation	Summative	Terms of Reference in progress	Fall 2009
Housing and Homelessness			
Homelessness Partnering Strategy	Summative	Planned for Winter 2009	
Policy, Research and Communications			
Canadian Policy Research Network	Targeted.	Terms of Reference in progress	2008-2009
Service Canada			
EcoAuto implementation	Evaluation of service delivery initiative	Planned	2008-2009
Partnerships .	Management review of partnerships strategy and approach	Planned	2008-2009
Automation and Standardization of Processes	Evaluation of service delivery processes	Planned	2009~2010
Return on IT investments	Assessment of return on investment	Planned .	2009-2010
Passport Delivery	Evaluation of service delivery initiative	Planned	2009-2010
Common Experience Payment (CEP) Implementation	Evaluation of service delivery initiative	In progress .	2008-2009

Table 4 Evaluations (continued)

Name of Evaluation	Evaluation Type	Status	Expected Completion Date
Regional and Community Presence (Service Canada Community Offices)	Evaluation of service delivery initiative	In progress	2008-2009
Brand Management	Management review	In progress	2008-2009
In-Person Service Experience Model	Evaluation of service delivery initiative	Planned	2009-2010
In-Person Client Resolution and Feedback	Evaluation of client issue resolution initiative	Planned	. 2008–2009
Benefit Uptake	Evaluation of service delivery strategies	Planned	2009-2010
Service Channels	Evaluation of service delivery channels	Planned	2009–2010
Investigation and control	Scoping/ evaluation feasibility	Planned	2008-2009
Identity management tools and practices	Scoping/ evaluation feasibility	Planned	2008-2009
Social Insurance Number rapid access	Scoping/ evaluation feasibility	Planned	2009-2010

Table 5 **Foundations (Conditional Grants)**

In 2008–2009, HRSDC will contribute or is reporting on the following Grants:

Learning

1. The Canada Millennium Scholarship Foundation

Other Initiatives

2. Canadian Council on Learning

Further information on these projects can be found at

http://www.tbs-sct.gc.ca/est-pre/20082009/p3a_e.asp

Table 6 **Green Procurement**

Departmental procurement processes are based on achieving value-for-money while leveraging procurement to achieve broader social, economic and environmental outcomes. This includes meeting the various federal social, economic and environmental policies, such as PWGSC's Policy on Green Procurement. Departmental purchasing patterns for key commodities essential to operations are assessed using key standards to support sustainable development.

Electronic-based Green Procurement processes through Service Canada's Purchasing Portal are also an important part of the department's green operations commitments by reducing the environmental footprint of paper-based transactions particularly for thousands of low dollar value transactions.

The Department is also raising the awareness and understanding of green procurement through training and communications. Functional specialists receive training through courses offered by the Canada School of Public Service, and administrative assistants and managers receive information through departmental awareness sessions. A green procurement information/ job aid is being be added to the departmental Purchasing Portal and departmental employees will receive information through the Service Canada Intranet site and Info Service communiqués.

As well, since departmental purchasing is subject to the use of mandatory standing offers established by PWGSC, work continues with PWGSC commodity councils to identify opportunities where expansion in the type and number of "green" items available can be leveraged. As these become available, appropriate communications strategies and tools, including the Purchasing Portal, will ensure their appropriate use.

Baseline data is currently being compiled to support the establishment of realistic targets that will reflect the buying patterns and current procurement processes supported across the department, aligned with procurement tools from PWGSC as they become available. Targets will include elements such as types and quantities of products purchased, as well as the promotion of environmentally responsible tools and processes used to support various types of procurement transactions. The number of employees receiving training and awareness related to green procurement are also considered.

More specifically, the department, through promotion of appropriate use of the Acquisition Card and the Purchasing Portal will decrease paper-based transactions and improve the efficiency and costs associated with low dollar value procurement.

In establishing firm targets that encourage green procurement, however, the department is constrained by what is currently available through the use of mandatory standing offers from PWGSC.

Table 7 **Horizontal Initiatives**

During fiscal year 2007 - 2008, HRSDC will be involved in the following horizontal initiatives. Unless otherwise mentioned in the list, HRSDC acts as the lead Department for these initiatives.

Labour Market

- 1. Aboriginal Skills and Employment Partnership Program
- 2. Youth Employment Strategy

Workplace Skills

3. Temporary Foreign Worker Program

Learning

4. Canada Student Loans Program

Children and Families

- 5. Multilateral Framework for Early Learning and Child Care
- 6. National Child Benefit
- 7. Early Childhood Development Agreement

Housing and Homelessness

8. Homelessness Partnering Strategy

Policy, Research and Communications

9. Action Plan for Official Languages (Heritage Canada is the lead)

Further information on these projects can be found at

http://www.tbs-sct.gc.ca/est-pre/20082009/p3a_e.asp

Table 8 Internal Audits

HRSDC Internal Audit

HRSDC's annual planning cycle is based on risk. At this time, the Internal Audit Plan for 2008–2011 is being developed, with approval anticipated in early 2008–2009. The audit plan will meet the requirements of the 2006 Treasury Board's Policy on Internal Audit and align with the Program Activity Architecture.

Below is a listing of internal audit engagements identified in the 2007–2010 Internal Audit Plan. Please note that the list of projects planned for 2008–2010 may change as a result of the risk-based audit planning process for 2008–2009.

Name of Internal Audit	Name of Internal Audit		Expected Completion Date
Aboriginal Skills and Employment Partnerships	Assurance.	Underway	Winter 2008
Canada Student Loans Program – Consulting Engagement	Consulting	Underway	Summer 2008
Risk Management ^a	Assurance	Underway	Spring 2008
Acquisition Cards	Assurance	Planned for 2007-2008	Summer 2008
Procurement and Contract Management	Assurance	Underway	Spring 2008
Grants and Contributions – Financial Monitoring (Phase I – Compliance)	Assurance	Underway	Spring 2008
Accessibility	Assurance	Underway	Spring 2008
Asset Protection and Life-Cycle Management	Assurance	Planned for 2007-2008	Summer 2008
Common System for Grants and Contributions	Review	Planned for 2007-2008	Spring 2008
Canada Study Grant	. Assurance	Planned for 2008-2009	
Youth Employment Strategy	Assurance	Planned for 2008-2009	
Research	Assurance	Planned for 2008-2009	
Values and Ethics ^a	Follow-up	Planned for 2008-2009	
Risk Management ^a	Follow-up	Planned for 2008-2009	
Results Identification and Performance Measurement ^a	Assurance	Planned for 2008-2009	
Accountabilities for Collaborative/Horizontal Initiatives	Assurance	Planned for 2008-2009	
Budgets/Forecasts Resource Reallocation to Achieve Results	Assurance	Planned for 2008 – 2009	
Grants and Contributions – Financial Monitoring (Phase II – Processes)	Assurance	Planned for 2008-2009	
Financial and Non-Financial Reporting	Assurance	Planned for 2008-2009	
Sustainable HR Policies and HR Planning	Assurance	Planned for 2008-2009	
Governance and Oversight of Collaborative Initiatives/Processes	Assurance	Planned for 2008-2009	
Travel	Assurance	Planned for 2008-2009	
Hospitality	Assurance	Planned for 2008-2009	
Financial Transaction Recording	Assurance	Planned for 2008-2009	
Grants and Contributions – Proposal Assessment Process	Assurance	Planned for 2008-2009	

Name of Internal Audit	Audit Type	Status	Expected Completion Date
2008 – 2009 Attest Audit of the Administrative . Costs charged to the CPP Account	Attest	Planned for 2009-2010	
Student Financial Assistance (CSLP)	Assurance	Planned for 2009-2010	
Aboriginal Human Resources Development Strategy	Assurance	Planned for 2009-2010	
Trades and Apprenticeship	Assurance	Planned for 2009-2010	
Wage Earner Protection Program	Assurance	Planned for 2009-2010	
Literacy -	Assurance	Planned for 2009-2010	
Values and Ethics ^a	Follow-up	Planned for 2009-2010	
Risk Management ^a	Follow-up	Planned for 2009-2010	
Results Identification and Performance Management ^a	Assurance	Planned for 2009-2010	
Authority, Responsibility and Accountability – Communication and Understanding	Assurance	Planned for 2009-2010	
Knowledge and Talent Management	Assurance	Planned for 2009-2010	
Financial Management Policies, Authorities and Practices	Assurance	Planned for 2009-2010	
Taxis	Assurance	Planned for 2009-2010	
Memberships	Assurance	Planned for 2009-2010	
Comparison of Business Results versus Expectations	Assurance	Planned for 2009-2010	

^a Audit required for the Chief Audit Executive holistic opinion as per the Treasury Board Policy on Internal Audit:

Please Note: Once approved, HRSDC internal audits reports are posted on the website listed below. http://www.hrsdc.gc.ca/en/cs/fas/iarms/toc.shtml

Service Canada Internal Audit

The Service Canada internal audit capacity has continued to grow by developing and using a systematic plan and disciplined approach to assess and improve the effectiveness of risk management, internal control, and governance processes.

The emphasis of the work conducted by the Internal Audit Branch has been on the effectiveness and efficiency of operations; the reliability and integrity of financial and operational information; the safeguarding of departmental assets; and compliance with laws, regulations, and contractual obligations. The following list is representative of the audit work completed and still in progress carried out be the Service Canada Internal Audit Branch.

Name of Internal Audit	Audit Type	Status	Expected Completion Date
Review of the March 31, 2007 HRSDC departmental financial statements	Assurance	In progress	January 2008
Annual Audit of the Old Age Security Program Expenditures for 2006–2007 Fiscal Year	Assurance	In progress	January 2008
Compliance with Management of IT Security Standards (MITSS)	Assurance	In progress	January 2008

[&]quot;Chief audit executives (are to) provide annual holistic opinions to deputy heads and audit committees on the effectiveness and adequacy of risk management, control, and governance processes in their departments, as well as reporting on individual risk-based audits."

Table 8 Internal Audits (continued)

Name of Internal Audit	Audit Type	Status	Expected Completion Date
Record of Employment Web	Assurance	In progress	January 2008
El: Segregation of Duties	Follow-up Audit	In progress	November 2007
Review of General Computer Controls	Assurance	In progress	January 2008
Complete the Old Age Security Program mapping and assessment of financial controls	Assurance	In progress	March 2008
Receipt and Reporting of Public Funds	Assurance	Not started	TBD
Management of Canada Pension Plan	Assurance	In progress	January 2008
Financial and Activity Monitoring of Aboriginal Human Resource Development Strategy (AHRDS)	Assurance	In progress	March 2008
Grants and Contributions 'Spot Audits'	Assurance	In progress	March 2008
Audit of Records Management Related to Contracting and Procurement (joint with HRSDC)	Assurance	In progress	June 2008
Post-Implementation Audit of the Service Canada College	Assurance	In progress	June 2008
Audit of the <i>Public Service Modernisation Act</i> Post-Implementation	Assurance	In progress	June 2008
Business Continuity Planning	Assurance	In progress	March 2008
Consolidated Statement of Administrative Costs Charged to the Canada Pension Plan Account for the March 31, 2007 year-end	Assurance	In progress	January 2008
Review of the March 31, 2008 HRSDC departmental financial statements	Assurance	Not started	January 2009
Annual Audit of the Old Age Security Program Expenditures for the 2007–2008 fiscal year	Assurance	Not started	January 2009
Consolidated Statement of Administrative Costs Charged to the Canada Pension Plan Account for the March 31, 2008 year-end	Assurance	Not started	January 2009
Review of the Canada Pension Plan Base Program Expenditures	Assurance	Not started	TBD

Please Note: Once approved by the Audit and Evaluation Committee, Service Canada internal audit reports are posted on the website listed below. http://www1.servicecanada.gc.ca/en/cs/fas/iarms/servcan/iab.shtml

Table 9 Loans (Non-Budgetary)

http://www.tbs-sct.gc.ca/est-pre/20082009/p3a_e.asp

Table 10 Progress Towards the Departments Regulatory Plan

Regulations

Labour Program

- 1. Wage Earner Protection Program
- 2. Occupational Health and Safety Part XX Violence in the Workplace
- 3. Aviation Occupational Health and Safety
- 4. Maritime Occupational Health and Safety
- 5. Canada Occupational Health and Safety
- 6. Donkin Coal Block
- 7. Point Lepreau Generating Station Exclusion from Part I, Part II, and Part III of the Canada Labour Code

Income Security and Social Development

- 8. The Canada Disability Savings Regulations
- 9. Regulations to operationalize Bill C-36 amendments to the Canada Pension Plan and the Old Age Security Act.

Skills and Employment

- 10. Regulatory and legislative initiatives required to address Employment Insurance policy and operational priorities will be undertaken as necessary.
- 11. Amendments to the Immigration and Refugee Protection Regulations, in collaboration with Citizenship and Immigration Canada, will be undertaken to strengthen program integrity and to put in place employer monitoring and compliance measures.

Learning

12. Changes to the Canada Student Loans Regulations (CSLR) and the Canada Student Financial Assistance Regulations (CSFAR)

Further information on these projects can be found at

http://www.tbs-sct.gc.ca/est-pre/20082009/p3a e.asp

Table 11 Services Received Without Charge

http://www.tbs-sct.gc.ca/est-pre/20082009/p3a_e.asp

Table 12 Sources of Respendable and Non-Respendable Revenue

http://www.tbs-sct.gc.ca/est-pre/20082009/p3a_e.asp

Specified Purpose Accounts

Introduction to Specified Purpose Accounts

S pecified Purpose Accounts consist of special categories of revenues and expenditures. They report transactions of certain accounts where enabling legislation requires that revenues be earmarked and that related payments and expenditures be charged against such revenues. The transactions of these accounts are to be accounted for separately.

HRSDC is responsible for the stewardship of four such accounts:

- the Employment Insurance Account:
- the Canada Pension Plan;
- · the Government Annuities Account; and
- the Civil Service Insurance Fund.

The Employment Insurance Account is a consolidated Specified Purpose Account and is included in the financial reporting of the Government of Canada. Consolidated Specified Purpose Accounts are used principally where the activities are similar in nature to departmental activities and the transactions do not represent liabilities to third parties but, in essence, constitute Government revenues and expenditures.

The Canadian Pension Plan is a Specified Purpose Account but is not consolidated as part of the Government of Canada financial statements. It is under joint control of the Government and participating provinces. As administrator, the Government's authority to spend is limited to the balance of the Plan.

The Government Annuities Account is a consolidated Specified Purpose Account and is included in the financial reporting of the Government of Canada. It was established by the Government Annuities Act, and modified by the Government Annuities Improvement Act, which discontinued sales of annuities in 1975. The account is valued on an actuarial basis each year, with the deficit or surplus charged or credited to the Consolidated Revenue Fund.

The Civil Service Insurance Fund is a consolidated Specified Purpose Account and is included in the financial reporting of the Government of Canada. It was established by the Civil Service Insurance Act. Pursuant to subsection 16(3) of the Civil Service Insurance Regulations, the amount of actuarial deficits is transferred from the Consolidated Revenue Fund to the Civil Service Insurance Account in order to balance the assets and liabilities of the program.

Employment Insurance Account

Description

The Employment Insurance Account was established in the Accounts of Canada by the Employment Insurance Act to record all amounts received or paid out under that Act. The Employment Insurance Act provides short-term financial relief and other assistance to eligible workers. The program covers all workers in an employer-employee relationship. Self-employed fishers are also included under special regulation of the Employment Insurance Act.

Employment Insurance provides:

• Income Benefits under Part I of the Employment Insurance Act provide temporary income support to claimants, including self-employed fishers, while they look for work. This includes work-sharing agreements for temporary work shortages to allow employees to receive pro-rated Employment Insurance benefits while working for part of a week, thus avoiding layoffs. Employment Insurance also provides four types of special benefits: maternity benefits, payable to biological mothers for work missed as a result of pregnancy and childbirth; parental benefits, payable to both biological and adoptive parents for the purpose of caring for a new born or adopted child; sickness benefits, payable to claimants who are too ill to work; and compassionate care benefits, payable to claimants who provide care to a gravely ill or dying family member.

• Employment Benefits under Part II of the Employment Insurance Act through a set of Employment Benefits and Support Measures that can be tailored to meet the needs of individuals and local circumstances. The Government of Canada has Labour Market Development Agreements with the governments of the provinces and territories. These enable provincial and territorial governments to assume direct responsibility for the design and delivery of these benefits or to take part in comanagement arrangements with the federal government.

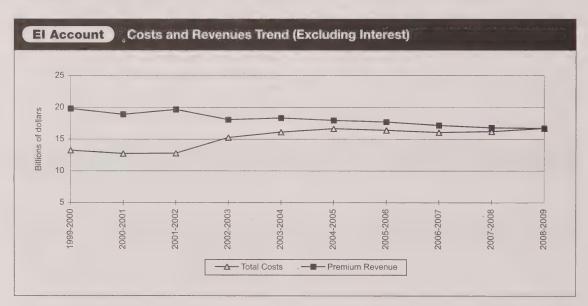
Employers and workers pay all costs associated with Employment Insurance through premiums. Benefits and administrative costs are paid out of the Consolidated Revenue Fund and charged to the Employment Insurance Account. A surplus in the Account generates notional interest at a rate

established by the Minister of Finance, which is currently set at 90% of the monthly average of the three-month Treasury bill rate.

Financial Summary

The Employment Insurance premium rate for the calendar year 2008 was set on an expected breakeven basis on October 29, 2007 by the Employment Insurance Commission in accordance with the Employment Insurance Act. The 2008-2009 total revenues of \$16.7 billion forecasted during Fall 2007 are expected to correspond to the costs of \$16.7 billion also forecasted in Fall 2007.

The following chart summarizes trends in total costs and revenues of the Employment Insurance Account from 1999-2000 to 2008-2009.



The table below summarizes the Employment Insurance premiums and expenditures from 2005–2006 financial results to 2008–2009.

El Account Premiums and Expenditures Summary

	Ac	tual	Forecast	Forecast ^a As of Oct 12, 2007
(millions of dollars)	2005-2006	2006-2007	2007-2008	2008-2009
Expenditures				
El Benefits				
Income Benefits	12,402	11,993	12,260	12,833
EBSM	2,016	2,087	2,136	2,144
Total El Benefits	14,418	14,079	14,396	14,977
Administrative Costs	1,576	1,636	1,683	1,631
Doubtful Accounts	56	99	102	106
Sub-Total	16,050	15,815	16,180	16,713
El Premiums and Penalties				
Premium Revenue ^b	16,917	17,109	16,737	16,652
Penalties	50	56	58	61
Sub-Total	16,967	17,165	16,795	16,713
Variance	917	1,351	615	

^a Forecasts are as of October 12, 2007 when the Chief Actuary submitted his report on the premium rate to the Employment Insurance Commission.

Note: Totals may not add due to rounding.

Benefit Payments

Benefits in 2008–2009 are expected to reach \$15.0 billion ⁹, consisting of \$12.8 billion for Income Benefits and \$2.1 billion for Employment Benefits and Support Measures.

Income Benefits

Employment Insurance Income Benefits include regular, special, work-sharing and fishers' benefits. ¹⁰ Major aspects of these benefits are as follows:

Regular Benefits

Entrance Requirements to Qualify for Benefits

 Most claimants require 420 to 700 hours of work during their qualifying period, from full-time or parttime work, whether with one employer or several. The exact number of hours required, called the "variable entrance requirement", is determined by the rate of unemployment in a claimant's region at the time he or she applies for benefits. In general, the higher the rate of unemployment, the fewer hours of work required to qualify.

 People who have just entered the labour market ("new entrants") and those returning to the labour force after an absence ("re-entrants") require
 910 hours of work. However, if they worked at least
 490 hours in the preceding 12 months, or received at least one week of maternity or parental benefits in the four years before that, they will be eligible under normal rules the following year.

^b The Employment Insurance premiums reported in the summary financial statements of the Government of Canada exclude the premium contributions made by the Government of Canada as an employer.

⁹ Total Employment Insurance Benefits equal to \$14,963 million, the sum of \$12,827 million in Income Benefits and \$2,136 million in EBSM.

¹⁰ For more details refer to the Employment Insurance website at http://www.hrsdc.gc.ca/en/gateways/topics/tyt-gxr.shtml

Determining the Benefit Rate and Entitlement

- Claimants for regular benefits may receive benefits for 14 to 45 weeks, depending upon their hours of insurable employment and the regional unemployment rate.
- Claimants' weekly benefits are 55% of their average insurable earnings during the last 26 weeks, up to a maximum of \$435, based on the maximum yearly insurable earnings of \$41,100. The average insurable earnings are based on the actual weeks of work, subject to a minimum divisor that is tied to the regional rate of unemployment.
- Claimants with a combined family income of less than \$25,921 and who qualify for the Canada Child Tax Benefit (CCTB) receive a Family Supplement based upon:
 - the net family income;
 - the number of dependent children; and
 - the ages of those dependent children.
- The benefit rate for claimants who receive a Family Supplement can be increased to a maximum of 80% of the claimant's average weekly insurable earnings, up to the maximum weekly benefit of \$435.

Special Benefits

Claims for sickness, maternity, parental, or compassionate care benefits require 600 hours of work, and are not affected by the new entrant/ re-entrant rule. All claimants may receive sickness benefits for up to 15 weeks. Parental benefits of 35 weeks are available for biological and adoptive parents in addition to the 15 weeks of maternity benefits available to biological mothers. Compassionate care benefits of up to 6 weeks are available to eligible workers who take a temporary absence from work to provide care for a gravely ill family member who has a significant risk of death within a 26 week period.

On March 1, 2005 the Government of Canada and the Government of Quebec signed the final agreement on Quebec Parental Insurance Plan. As of January 2006, Quebec residents claim maternity and parental benefits from the Quebec provincial aovernment.

Work Sharing

Claimants may receive benefits while on work-sharing agreements. These agreements between HRSDC, employees and employers avoid temporary layoffs by combining partial Employment Insurance benefits with reduced workweeks. They normally last from 6 to 26 weeks.

Fishers' Benefits

The benefit rate for claims for fishers' benefits depend on the earnings from fishing and the regional rate of unemployment, via the minimum divisor. All fisher claims have a 31-week maximum qualifying period and a fixed entitlement of 26 weeks of benefits. These can be claimed from October 1st to June 15th for summer fishers' benefits and April 1st to December 15th for winter fishers' benefits. Fishers can file claims for both seasons.

Benefit Repayments

When the net annual income of Employment Insurance claimants exceeds 1.25 times the maximum yearly insurable earnings ("the repayment threshold"), they have to repay the lesser of 30% ("the repayment rate") of the net excess income or 30% of the amount of total benefits other than special benefits paid. In addition, first-time claimants of regular or fishing benefits are exempt from benefit repayment.

El Income Benefits Expenditures

	Act	tual	Forecast	Planned Spending
(millions of dollars)	2005-2006	2006-2007	2007-2008	2008-2009
Income Benefits				
Regular	8,411	8,446	8,461	8,928
Sickness	835	885	922	946
Maternity	903	778	833	855
Parental	2,064	1,763	. 1,909	1,959
Compassionate Care	8	9	. 10	10
Fishing	285	260	276	283
Work Sharing	13	8	15	15
Benefit Repayments	(117)	(157)	(166)	(169)
Total Income Benefits	12,402	11,993	12,260	12,827

Note: Totals may not add due to rounding.

Factors Affecting Income Benefits

	Actual	Actual Fo		Planned Spending	%
	2005-2006	2006-2007	2007-2008	2008-2009	Change
Income Benefits (\$ million)	12,402	11,993	12,260	12,827	4.6%
Average Monthly Beneficiaries (000's)	788	738	732	749	2.3%
Benefit Rate (\$/week)	302	312	321	329	2.3%

Employment Benefits and Support Measures

The Employment Benefits include Skills Development, Job Creation Partnerships, Self-Employment and Targeted Wage Subsidies.

The Support Measures include Employment Assistance Services, Labour Market Partnerships and Research and Innovation.

Part II of the Employment Insurance Act also authorizes the federal government to make payments to the governments of the provinces and territories

for implementing programs similar to Employment Benefits and Support Measures. The planned federal contribution to provinces and territories (i.e., New Brunswick, Quebec, Ontario, Manitoba, Saskatchewan, Alberta, Northwest Territories and Nunavut) under Labour Market Development Agreements is \$1,421 million for 2008-2009.

The total planned spending for Employment Benefits and Support Measures in 2008-2009 is set at \$2,136 million.

Employment Benefits and Support Measures

	Act	ual	Forecast	Planned Spending ^a	
(millions of dollars)	2005-2006	2006-2007	2007-2008	2008-2009	
Job Creation Partnerships	54	49	34		
Skills Development	410	398	277		
Self-Employment	107	. 88	61		
Targeted Wage Subsidies	42	. 36	25		
Employment Assistance	322	287	200		
Labour Market Partnerships	. 177	158	110		
Research & Innovation	15	15	10		
Total HRSDC Programs	1,127	1,031	718	715	
Transfers to Provinces and Territories	889	1,056	1,418	1,421	
Total	2,016	2,087	2,136	2,136	

a Breakdown by component is not available, as spending will be guided by local labour market needs. Breakdown by provinces/territories is provided in the El Part II – 2008–2009 Expenditure Plan.

Note: Totals may not add due to rounding.

Premiums

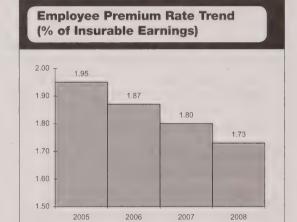
Premiums are collected from insured employees and their employers to cover the program costs over a business cycle, based on a yearly premium rate and employees' insurable earnings. The factors affecting the premiums are further explained below:

Premium Rate

Under the current rate-setting process, the Chief Actuary is required to annually calculate, on a forward-looking basis, the estimated break-even rate for the coming year based on the most current forecast values of the relevant economic variables provided by the Minister of Finance. The forwardlooking basis means that past surpluses, deficits, and the notional interest credited to the Employment Insurance Account do not enter into the calculation of the "break-even" premium rate. For 2008, the Commission set the employee rate at 1.73% of insurable earnings, a reduction from the 2007 rate of 1.80%. The corresponding employer rate is 2.42%, a reduction from 2.52% in 2007.

Maximum Yearly Insurable Earnings (MYIE)

Premiums are paid on all employment earnings of insured employees up to the MYIE. The Chief Actuary has calculated the MYIE for 2008 as being \$41,100, up \$1,100 from the 2007 level.



Premium Reduction

Employers with qualified wage-loss insurance plans are entitled to premium reductions. They are required to share this reduction with their employees.

Additionally, due to the Quebec Parental Insurance Plan, the premium rate for employees in Quebec will be reduced to 1.39% in 2008 and the corresponding rate for employers to 1.95%.

Premium Refund

 Workers with annual earnings of \$2,000 or less can receive a refund of their Employment Insurance premiums through the income tax system.

Employment Insurance premiums are refunded to employees when their insurable earnings are in excess of the maximum yearly insurable earnings.

Interest Earned

Section 76 of the Employment Insurance Act stipulates that the Minister of Finance may authorize the payment of interest on the balance in the Employment Insurance Account in accordance with such terms and conditions and at such rates as the Minister of Finance may establish, and the interest,

which is currently set at 90% of the three-month Treasury bill rate, shall be credited to the Employment Insurance Account and charged to the Consolidated Revenue Fund. Interest is calculated monthly, based on the 30-day average of the daily balance in the Account.

Interest is charged on overdue accounts receivable. caused through misrepresentation, in accordance with Treasury Board regulations. The interest rate used in this calculation is the average Bank of Canada discount rate for the previous month plus 3.0%.

Interest earned is expected to decrease to \$2.0 billion due to lower expected interest rates in 2008-2009 partially offset by a higher cumulative surplus, which totalled \$54.1 billion as of March 31, 2007.

	Act	tual	Forecast	Planned Spending	
(millions of dollars)	2005-2006	2006-2007	2007-2008	2008-2009	
Sources					
Account Balance	1,324	1,912	2,063	1,948	
Accounts Receivable	28	39	. 40	42	
Total	1,352	. 1,952	2,103	1,990	

Administrative Costs

Section 77 of the Employment Insurance Act specifies that the costs of administering the Act are to be charged to the Employment Insurance Account.

The Minister of Human Resources and Social Development is responsible for reporting on the Employment Insurance Program to Parliament. However, the Canada Revenue Agency (CRA), which collects premiums and benefit repayments and provides decisions on insurability under the Act, shares the administration of the Program. Treasury Board Secretariat and the Department of Justice all supply services that support management and delivery of programs under the Employment Insurance Act.

The administrative costs that provincial and territorial governments incur to administer Employment Benefits and Support Measures under the Labour Market Development Agreements are also charged to the Employment Insurance Account.

The \$1,635 million Employment Insurance administrative costs are the initial approved resources for 2008-2009, which are less than the forecast for 2007-2008 due to the completion of the mainframe upgrade in 2007-2008.

Administrative Costs

	Act	cual	Forecast	Planned Spending
(millions of dollars)	2005-2006	2006-2007	2007-2008	2008-2009
Federal	1,494	1,536	1,545	1,478
Provincial	92	111	150	169
Recovery	(9)	(11)	(12)	(12)
tal	1,576	1,636	1,683	1,635

Note: Totals may not add due to rounding.

Canada Pension Plan

Description

The Canada Pension Plan is a contributory, earnings-related social insurance program. It is a joint federal-provincial plan that operates throughout Canada, except in Quebec, which has its own comparable plan. The Canada Pension Plan provides for a variety of benefits based on life changes. Best known for its retirement pensions, the Canada Pension Plan also provides benefits for surviving partners and children of Canada Pension Plan contributors, persons with disabilities and their children, and a one-time maximum benefit of up to \$2,500 in the event of the death of a contributor.

As a contributory plan, contributors are employees or self-employed persons generally between the ages of 18 and 70, who earn at least a minimum amount (\$3,500) during a calendar year. Benefits are calculated based on how much and for how long a contributor has paid into the Canada Pension Plan. Benefits are not paid automatically — everyone must apply and provide proof of eligibility.

Approximately 12 million Canadians over the age of 18 currently contribute annually to the Plan and approximately 4.4 million Canadians will receive benefits during 2008–2009.

Benefit Payments

Retirement Pensions

Contributors may begin receiving Canada Pension Plan retirement pensions as early as age 60 or delay receipt until age 70. Applicants who are between 60 and 65 must have stopped working or earn below a specified level when they begin to receive the retirement pension. Once that person starts receiving the Canada Pension Plan pension, he/she can earn any amount without affecting the Canada Pension Plan pension. However, contributions are not made to the Canada Pension Plan on any future earnings. Contributors over age 65 need not have stopped working to qualify.

The amount of each contributor's pension depends on how much and for how long he/she has contributed and at what age he/she begins to draw the benefits. Pensions are adjusted by 0.5 percent for each month before or after age 65 from the time a person begins to receive his/her pension.

Contributors who begin receiving a retirement pension at age 60 will receive 70% of the amount that would otherwise be payable at age 65, while those who delay receiving a pension until age 70 will receive 130% of the amount payable at age 65.

Spouses and common-law partners who are at least 60 years of age can share their retirement benefits earned during the period of cohabitation as long as they remain together. This may result in tax savings. If only one spouse is a Canada Pension Plan contributor, the pension can be shared between the two spouses. The overall benefits paid do not increase or decrease with pension sharing.

Disability Benefits

Disability benefits are payable to contributors who meet the minimum contributory requirements and whose disability is "severe and prolonged", as defined in the legislation. Such a disability would prevent them from working regularly at any job in a substantially gainful manner for a prolonged period of time. In order to ensure that benefits are only paid to eligible beneficiaries, periodic reassessments are carried out. Support is also provided to clients who try to return to regular gainful employment. Children of Canada Pension Plan disability beneficiaries are also eligible for a flat rate monthly benefit up to the age of 18, or up to age 25 if attending school full-time. As of December 2007, there were just over 308,000 beneficiaries and 86,700 children receiving monthly benefits.

Survivor's Benefits

A contributor's surviving spouse/common-law partner may be eligible for a monthly benefit if the contributor has contributed for a minimum period and, if at the time of the contributor's death, the spouse/commonlaw partner was at least 35 years old or was under age 35 and either had dependent children or was disabled. Payments continue in the event that the surviving spouse/common-law partner remarries. Monthly benefits are also payable on behalf of the children of Canada Pension Plan contributors who die. The amount is a flat rate and is payable until the child reaches age 18, or up to age 25 if he or she attends school full time. A lump-sum benefit is also available to the estate of the deceased contributor provided the minimum contributory requirements have been met.

Canada Pension Plan Benefit Payments by Category and Type

	Act	ual	Forecast	Planned Spending	
(millions of dollars)	2005-2006	2006-2007	2007-2008	2008-2009	
Retirement pensions	17,664	18,662	19,821	21,098	
Disability benefits Disability pensions Benefits to children of disabled contributors	3,105 268	3,134 272	3,258 270	3,447 273	
Disability benefits total Survivor benefits Surviving spouse or common law	3,373	3,406	3,528	3,720	
partner's benefits	3,459	3,569	3,671	3,784	
Orphans' benefits Death benefits	218 263	218 260	216 278	220 284	
Survivor benefits total	3,940	4,047	4,165	4,288	
TOTAL	24,977	26,115	27,514	29,106	

Determining the Benefit Rate

Canada Pension Plan benefits are largely related to earnings. Benefits are adjusted in January of each year to reflect increases in the average cost of living, as measured by the Consumer Price Index. Benefits such as children's benefits are not based on earnings; they are a fixed amount. Disability and survivor benefits contain a fixed-rate or flat rate portion in addition to an earnings-related portion.

Administrative Expenses

Human Resources and Social Development Canada, the Treasury Board Secretariat, Public Works and Government Services Canada, the Royal Canadian Mounted Police, the Canada Revenue Agency, the Office of the Superintendent of Financial Institutions. the Department of Finance Canada and the Canada Pension Plan Investment Board supply services that support the management and delivery of the Canada Pension Plan.

Costs incurred by these departments and agencies in administering the Plan are recoverable from the Account based on the costing principles approved by Treasury Board. Essentially, those principles are that costs must be incurred because of Canada Pension Plan responsibilities and must be traceable. Administrative expenses for 2008-2009 are estimated at \$568.5 million, representing a decrease of 0.6% from the forecast for 2007 - 2008.

Benefits delivery staff and processes are extremely efficient in getting benefits into the hands of Canada Pension Plan contributors. In 2007-2008, the total cost for administering and delivering Canada Pension Plan benefits is approximately 2.1% of the total forecasted benefit payments.

Canada Pension Plan Administrative Expenses by Department

	Act	ual	Forecast	Planned Spending	
(millions of dollars)	2005-2006a	2006-2007	2007-2008	2008-2009	
Social Development Canada Plan administration, operations, records, and accommodation	226.3	-	-	-	
Human Resources and Skills Development Canada In-person services for applicants and beneficiaries	15.2	-	-	-	
Human Resources and Social Development Canada Plan administration, operations, records, and accommodation	-	261.9	261.2	246.9	
El Account - Refunding of Employment Insurance Account in relation to assignment of Social Insurance numbers and maintenance of the central index	2.7	4.2	4.2	4.2	
Treasury Board Secretariat Insurance premiums and recoverable contributions to the Employee Benefit Plan	45.4	43.8	36.5	42.5	
Public Works and Government Services Cheque issue, Electronic Data Processing services	16.4	13.6	11.9	10.9	
Royal Canadian Mounted Police Investigation of contraventions	. 0.1	0.2	0.2	. 0.3	
Canada Revenue Agency Collection of contributions	100.8	133.7	140.8	146.4	
Office of the Superintendent of Financial Institutions Actuarial services	1.3	1.4	1.8	2.0	
Department of Finance Canada Investment services	0.2	0.2	0.3	0.3	
Canada Pension Plan Investment Board ^b	. 54.0	115.0	115.0	115.0	
TOTAL	462.4	574.0	571.9	568.5	

^a The 2005–2006 actual administrative expenses have been restated.

b The 2007–2008 forecast and 2008–2009 planned spending are based on the 2006–2007 actual expenses.

Revenues

The Canada Pension Plan is financed through mandatory contributions from employees, employers and self-employed persons, as well as from investment income. Contributions are paid on the portion of a person's earnings that falls between a specified minimum (the Year's Basic Exemption) and maximum (the Year's Maximum Pensionable Earnings) amounts. The minimum remains constant at \$3,500. while the maximum amount is linked to the average Canadian industrial wage and is adjusted annually. No contributions are made once a contributor begins to receive a Canada Pension Plan retirement pension, while receiving a disability pension or reaches the age of 70. Disbursements include the payment of Canada Pension Plan benefits and administrative expenditures associated with managing the program.

When it was introduced in 1966, the Canada Pension Plan was designed as a pay-as-you-go plan, with a small reserve. This meant that the benefits for one generation would be paid largely from the contributions of later generations. However, demographic and economic developments and changes to benefits in the 30 years that followed resulted in significantly higher costs. It became clear that to continue to finance the program on a pay-asyou-go basis would have meant imposing a high financial burden on Canadians in the work force during those years. Plan administrators chose instead to change the funding approach of the Plan to a hybrid of pay-as-you-go and full-funding.

In 1998, the federal and provincial governments introduced "steady-state" financing. Under steadystate financing, the contribution rate was increased incrementally, from 5.6% in 1996, to 9.9% in 2003, and remains at that rate. The Office of the Superintendent of Financial Institutions' 23rd Actuarial Report on the sustainability of the Canada Pension Plan states that the actual steady-state contribution rate is 9.82% of contributory earnings for year 2010 and thereafter. This rate represents the lowest rate sufficient to sustain the Plan with respect to the two financing objectives as highlighted in Bill C-36 without further increase and is 0.08% lower than the legislated 9.9% contribution rate. With the 9.9% legislated contribution rate, the assets are expected to increase significantly over the next 13 years, with

the ratio of assets to the following year's expenditures growing from 4.1 in 2006 to 5.5 by 2019 and to 6.0 by 2050.11

This approach will generate a level of contributions between 2001 and 2019 that exceeds the benefits paid out every year during that period. Funds not immediately required to pay benefits are transferred to the Canada Pension Plan Investment Board for investment in financial markets. Over time, this will create a large enough reserve to help pay the costs that are expected as more and more baby-boomers

Adoption of this diversified funding approach has made the Canadian retirement income system less vulnerable to changes in economic and demographic conditions and a leading edge example of public pension plan management in the world.

Investment Income

Income is earned on the investments in equities, real estate and money market securities as well as interest earned by bonds.

Financial Accountability

The Canada Pension Plan and its resources are divided among three components:

- The Canada Pension Plan Account was established to record the contributions, interest, pensions and benefits and administrative expenditures of the Plan. In September 2004. the Operating Reserve 12 in the Canada Pension Account began to be transferred to the Canada Pension Plan Investment Board and was completed in August 2005. As well, since September 2004, the Canada Pension Plan Investment Board receives any excess funds not needed to pay for Canada Pension Plan benefits and expenses based on weekly, monthly and 6-month forecasts generated by the Canada Pension Plan Accounting personnel.
- The Canada Pension Plan Investment Fund was established to record investments in the securities of the provinces, territories and Canada. Following the adoption of Bill C-3 in April 2004, the Canada Pension Plan Investment Fund was gradually

¹¹ Office of the Chief Actuary, Actuarial Report (23rd) on the Canada Pension Plan as at 31 December 2006. Ottawa: Office of the Superintendent of Financial Institutions Canada. 2007. p. 11

¹² The reserve is made up of an amount equivalent to 3 months worth of Canada Pension Plan benefits and expenses.

transferred to the Canada Pension Plan Investment Board over a period of 3 years. The transfer of the Canada Pension Plan Investment Fund started May 1, 2004 and ended on April 1, 2007. On that day, the Canada Pension Plan Investment Fund ceased to exist.

• The Canada Pension Plan Investment Board is an arm's length Crown Corporation established by an Act of Parliament in December 1997. It began operations in March 1999 to help the Canada Pension Plan achieve steady-state funding by investing funds not required by the Canada Pension Plan to pay current pensions and earning investment returns on funds transferred from the Canada Pension Plan Account. ¹³ The Board is accountable to the public and governments through regular reports. It is subject to broadly the same investment rules as other pension funds in Canada.

Financial Summary

Benefit payments are expected to reach \$29.1 billion in 2008–2009, an increase of \$1.6 billion or 5.8% over 2007–2008. This increase reflects forecasts of client population and average benefit payments. In 2008–2009, it is expected that there will be a net increase in client population of 3.6% and a net increase in average benefit payments of 2.1%.

The following table summarizes the financial results for the Canada Pension Plan from 2005–2006 to 2008–2009. In 2002–2003, the Government of Canada changed its basis of accounting from the modified accrual accounting to the full accrual basis of accounting. This change in accounting policy has been applied retroactively and the financial statements have been restated accordingly.

As well, following the adoption of Bill C-3 during 2003–2004, the evaluation of the provincial, territorial and federal bonds was changed from cost to fair value. The change in accounting policy has been applied retroactively and the financial statements have been restated to reflect this.

Canada Pension Plan's cumulative balance is expected to increase to approximately \$124.7 billion by March 31, 2008. At present, the Canada Pension Plan has a fund equal to 4 times the benefits and this is expected to grow to about 5.6 times by 2021.

¹³ Information about the Canada Pension Plan Investment Board can be found at http://www.cppib.ca.

Canada Pension Plan Summary

	Act	ual	Forecast	Planned
(millions of dollars)	2005-2006 ^a	2006-2007	2007-2008	2008-2009
Revenue				
Contributions	30,117	32,355	32,987	34,818
Investment Income				
Canada Pension Plan ^b	21	9	7	6
CPP Investment Board °	12,193	12,788	-	-
CPP Investment Fund d	818	247	-	_
Total Investment Income	13,032	13,044	7	6
Total Revenue	43,149	45,399	32,994	34,824
Expenditures				
Benefit payments	24,977	26,115	27,514	29,106
Administrative expenses	462	574	572	569
Total Expenditures	25,439	26,689	28,086	29,675
Increase	17,710	18,710	4,908	5,149
Year-end balances	101,121	119,831	124,739	129,888

^a The 2005-2006 actual figures have been restated.

^b The Canada Pension Plan investment income only includes the interest earned on the daily operating balance.

^c Canada Pension Plan Investment Board actual amounts are based on their audited financial statements. The Canada Pension Plan Investment Board invests mainly in equities. The investment income is made up of the interest from the bonds as well as the change in fair values of other varied equity investments as of that date. It is difficult to forecast a future fair value on this type of income. Therefore the forecast investment income for the year 2007–2008 and 2008–2009 is not provided.

^d The Canada Pension Plan Investment Fund is made up of provincial, territorial and government bonds. Since March 31, 2004, these are valued at fair value. The revenue of the Fund is made up of the interest from the bonds as well as the change in fair values of these investments. As at April 1, 2007, the Investment Fund ceased to exist as all the rights and titles of the bonds were transferred to the Canada Pension Plan Investment Board.

Long-Term Forecast

The Canada Pension Plan legislation requires a schedule of contribution rates with a review every three years by the federal and provincial finance ministers. The review determines whether any adjustments to the schedule are necessary. If so, the adjustments are implemented through legislation or agreement among finance ministers, or automatically under a formula that ensures that the contribution rate will be sufficient to sustain the Plan in the face of an aging population. Amendments to the rate schedule or the automatic regulation require the approval of at least two thirds of the provinces with at least two thirds of the population of all the provinces.

The following table shows the forecast of revenues and expenditures affecting the Canada Pension Plan for the period between December 31, 2010 and December 31, 2035, based on the Office of the Superintendent of Financial Institutions' Actuarial Report (23rd) on the Canada Pension Plan as at December 31, 2006. The Assets/Expenditures Ratio reflects the size of the year-end assets relative to the expenditures.

Forecast of Revenues and Expenditures

	%		Assets/				
Year Contribution Rate		Contributions	Investment Earnings	Expenditures	Assets at Dec. 31	Expenditure ratio	
2010	9.90	36,660	8,351	32,504	162,611	4.74	
2015	9.90	44,963	14,386	42,729	234,965	5.20	
2020	9.90	56,101	21,300	56,731	332,360	5.54	
2025	9.90	69,366	28,031	74,756 .	441,987	5.61	
2030	9.90	86,058	35,789	95,767	564,370	5.63	
2035	9.90	106,704	45,143	119,607	711,709	5.70	

Source: 23rd Actuarial Report from the Office of the Superintendent of Financial Institutions Canada (Table 11).

Government **Annuities Account**

This account was established by the Government Annuities Act, and modified by the Government Annuities Improvement Act, which discontinued sales of annuities in 1975. The account is valued on an actuarial basis each year, with the deficit charged or surplus credited to the Consolidated Revenue Fund.

The purpose of the Government Annuities Act was to assist Canadians to provide for their later years, by the purchase of Government annuities. The Government Annuities Improvement Act increased the rate of return and flexibility of Government annuity contracts.

Income consists of premiums received, funds reclaimed from the Consolidated Revenue Fund for previously untraceable annuitants, earned interest and any transfer needed to cover the actuarial deficit. Payments and other charges represent matured annuities, the commuted value of death benefits. premium refunds and withdrawals, and actuarial surpluses and unclaimed items transferred to non-tax revenues. The amounts of unclaimed annuities, related to untraceable annuitants, are transferred to non-tax revenues.

As of March 31, 2007, there were 1,981 outstanding deferred annuities, the last of which will come into payment around 2030.

Government Annuities Account	Statement of Operations and Actuarial Liabilities					
	Act	ual	Forecast	Planned		
(millions of dollars)	2005-2006	2006-2007	2007-2008	2008-2009		
Actuarial Liabilities –						
Balance at beginning of year	377.2	347.2	319.4	295.5		
Income	24.5	. 22.7	22.4	20.7		
Payments and other charges	51.0	47.6	44.7	42.0		
Excess of Payments and other charges						
over income for the year	26.5	24.9	22.3	21.3		
Actuarial Surplus	3.5	2.9	1.6	1.5		
Actuarial Liabilities -						
Balance at year-end	347.2	319.4	295.5	272.7		

Civil Service Insurance Fund

This account was established by the Civil Service Insurance Act, under which the Minister of Finance could contract with permanent employees in the public service for the payment of certain death benefits. No new contracts have been entered into since 1954 when the Supplementary Death Benefit Plan for the Public Service and Canadian Forces was introduced as part of the Public Service Superannuation Act and the Canadian Forces Superannuation Act, respectively. As of April 1997, the Department of Human Resources Development assumed the responsibility for the administration and the actuarial valuation of the Civil Service Insurance Act.

The number of policies in force as of March 31, 2007 was 1,330 and the average age of the policy holders was 87.7 years. Receipts and other credits consist of premiums and an amount (charged to expenditures) which is transferred from the Consolidated Revenue Fund in order to balance the assets and actuarial liabilities of the program. Payments and other charges consist of death benefits, settlement annuities paid to beneficiaries and premium refunds.

Pursuant to subsection 16(3) of the Civil Service Insurance Regulations, any deficit will be credited to the Account from the Consolidated Revenue Fund.

Civil Service Insurance Fund Statement of Operational and Balance								
	Ac	tual	Forecast	Planned				
(millions of dollars)	2005-2006	2006-2007	2007-2008	2008-2009				
Opening Balance	6.6	6.3	6.0	5.7				
Income and other credits Payments and other charges	0.1	0.0	0.1	0.1 0.3				
Excess of payments and other charges over income for the year	0.3	0.3	0.3	0.2				
Closing Balance	6.3	6.0	5.7	5.5				

Employment Insurance Part II 2008–2009 Expenditure Plan

Background

P art II of the *Employment Insurance Act* commits the federal government to work in concert with provinces and territories in designing and implementing active employment programs that would be more effective in helping unemployed Canadians integrate into the labour market. These programs are called Employment Benefits and Support Measures and active employment programs similar to Employment Benefits and Support Measures.

In accordance with the Government of Canada's 1996 offer to provinces and territories to enter into bilateral partnerships on labour market activities, Labour Market Development Agreements have been concluded with all the provinces and territories. The Labour Market Development Agreements involve two types of arrangements:

- Transfer agreements where the province or territory assumes responsibility for the design and delivery of active employment programs similar to Employment Benefits and Support Measures. Such agreements have been concluded with New Brunswick, Quebec, Ontario, Manitoba, Saskatchewan, Alberta, the Northwest Territories and Nunavut. These similar programs are contributions under Section 63 of the Employment Insurance Act.
- Co-management agreements where Human Resources and Social Development Canada (HRSDC), formerly Human Resources and Skills Development Canada, and the province or territory jointly assume responsibility for the planning and design of Employment Benefits and Support Measures, while HRSDC continues to deliver programs and services through its service delivery network. Such agreements have been concluded with Newfoundland and Labrador, Prince Edward Island, Nova Scotia, British Columbia and the Yukon. There is also a strategic partnership agreement that is a variation of co-management in Nova Scotia.

In Budget 2007, the Government of Canada announced its intention to offer to devolve the design

and delivery of active employment programs to the four provinces and one territory where the comanaged agreements exist (Newfoundland and Labrador, Prince Edward Island, Nova Scotia, British Columbia and the Yukon). Negotiations will focus on establishing agreements to transfer responsibility for the design and delivery of active employment programs that are similar to Employment Benefits and Support Measures.

Specific areas of responsibilities for program delivery, timelines for implementation and funding requirements for system development costs and office re-fits are to be negotiated on an individual basis. These costs are the subject of a concurrent Treasury Board submission.

In addition to locally and regionally delivered Employment Benefits and Support Measures and similar programs, pan-Canadian activities that are national or multi-regional in scope or purpose are delivered by HRSDC in any of the provinces and territories through its Employment Benefits and Support Measures . Pan-Canadian activities include programming similar to Employment Benefits and Support Measures delivered by Aboriginal organizations under Aboriginal Human Resources Development Agreements.

Employment Benefits and Support Measures

The five employment benefits are:

- Targeted Wage Subsidies to encourage employers to hire individuals who they would not normally hire in the absence of a subsidy.
- **Self-Employment** to help individuals to create jobs for themselves by starting a business.
- Job Creation Partnerships to provide individuals with opportunities through which they can gain work experience which leads to on-going employment.
- **Skills Development** to help individuals to obtain skills for employment, ranging from basic to

advanced skills through direct assistance to individuals, and, where applicable, contributions to provinces/territories or provincially/territorially funded training institutions to cover costs not included in tuition fees.

 Targeted Earnings Supplements to encourage individuals to accept employment by offering them financial incentives.

It should be noted that of the employment benefits listed above, Targeted Earnings Supplements has not been implemented. Pilot research projects were conducted to evaluate the effectiveness of Targeted Earnings Supplements but HRSDC has not yet arrived at a feasible design.

Eligibility to receive assistance under the employment benefits extends to persons who are insured participants as defined in Section 58 of the *Employment Insurance Act*, i.e., active Employment Insurance claimants and former Employment Insurance claimants (individuals who have had Employment Insurance claims that ended in the past three years or those who have received maternity or parental benefits in the past five years after which they left the labour market to care for newborn or new adopted children).

Part II of the legislation also authorizes the establishment of support measures in support of the National Employment Service. The three measures are:

- Employment Assistance Services to assist organizations in the provision of employment services to unemployed persons.
- Labour Market Partnerships to encourage and support employers, employee and/or employer associations and communities in developing and implementing strategies for dealing with labour force adjustments and meeting human resources requirements.
- Research and Innovation to support activities which identify better ways of helping persons prepare for or keep employment and be productive participants in the labour force.

Financial Data

For 2008-2009, the Employment Insurance Part II expenditure authority of \$2.18 billion represents 0.5% of total estimated insurable earnings of \$450.342 billion. This represents a lower level of expenditures than the 0.8% ceiling imposed under the Act, which is estimated at \$3,603 billion in 2008-2009.

Some of the savings from Part I income benefits generated by the Employment Insurance reform are included in these funds to provide job opportunities and help Canadians get back to work more quickly. The amount of re-investment reached maturity at \$800 million in 2000-2001.

2008-2009 Employment Insurance Plan

(millions of dollars)	Base	Re-Investment	Total Plan
Newfoundland and Labrador	60.0	73.1	133.1
Nova Scotia	50.7	30.3	81.0
New Brunswick	50.6	42.1	92.7
Prince Edward Island	16.9	10.0	26.9
Quebec	350.5	248.1	598.6
Ontario	348.7	184.1	532.8
Manitoba	36.0	10.2	46.2
Saskatchewan	28.9	9.9	38.8
Alberta	69.9	35.9	105.8
Northwest Territories	1.7	1.6	3.3
Nunavut	1.8	1.0	2.8
British Columbia	132.6	151.7	284.3
Yukon	1.7	2.0	3.7
	1,150.0	. 800.0	1,950.0
Pan-Canadian Responsibilities ^a	186.3	0.0	186.3
Funds available for Employment Benefits and Support Measures	1,336.3	800.0	2,136.3

^a Funds earmarked for Pan-Canadian priorities, such as Aboriginal programming, sectoral and innovations projects.

Expected Results

An accountability framework has been developed that respects the legal responsibility of the Minister of Human Resources and Social Development for the Employment Insurance Account. Key indicators will measure both the short and long term outcomes of Employment Benefits and Support Measures.

It is expected that 352,000 active and former claimants will be assisted in 2008–2009. These estimates may change, depending on labour market conditions and agreements achieved with provinces and territories.

Formative evaluations were completed during the initial implementation of Labour Market Development Agreement programming – between the years 1999 to 2002. They were focused on program design, delivery, implementation issues, client satisfaction and short-term success.

More detailed information on the formative evaluations is available at:

http://www.hrsdc.gc.ca/en/publications_resources/evaluation/index.shtml

Summative evaluations of Employment Benefits and Support Measures are aimed at providing information on the impact of Employment Benefits and Support Measures in helping participants prepare for, find and keep jobs. In addition to employment impacts, these evaluations examine a range of outcomes related to Employment Benefits and Support Measures participation including skills gains, job quality and increased self-sufficiency in relation to government income support assistance.

Evaluation results to-date (both from formative and summative studies) underscore the importance of the local socio-economic context and client characteristics on programming and program outcomes. Variances in local socio-economic situations appear to affect Employment Benefits and Support Measures implementation and effectiveness – suggesting the importance of tailoring programs to local needs to improve the outcomes of interventions.

Employment Benefits and Support Measures (El Part II Activities) ^a

	Clients Employed/ Self-Employed	Unpaid Benefits	Active Claimants Served ^b
Targeted Results 2006–2007 c	201,227	\$781.3M	362,703
Actual Results 2006-2007 d	210,232	\$868.0M	374,132
Targeted Results 2007 – 2008 °	208,282	\$840.6M	371,737
Expected Results 2008-2009	216,000	\$850.0M	352,000

^a Includes Aboriginal Pan-Canadian clients.

^b "Active Claimants Served" includes Active Employment Insurance claimants for all regions/provinces/territories, as well as Former Employment Insurance claimants for Quebec. The Quebec agreement stipulates that the province report on both Active and Former Employment Insurance claimants.

^c Targeted results are submitted by the regions, provinces and territories. Added to these regional, provincial and territorial targets are Aboriginal Pan-Canadian targets which are based on the previous year's actual result.

^d Represents one count per client, to avoid the double counting of clients who participated in both Regular and Aboriginal Pan-Canadian Employment Benefits and Support Measures.

Consolidated Report on Canada Student Loans

In August 2000, the Canada Student Loans
Program (CSLP) was shifted from the risk-shared
financing arrangements that had been in place with
financial institutions between 1995 and July 2000
to a direct student loan financing plan.¹⁴

This meant that the Program had to redesign the delivery mechanism in order to directly finance student loans. In the new arrangement, the Government of Canada provides the necessary funding to students and two service providers have contracts to administer the loans. As of March 2008, the Government of Canada will move from two service provider contracts to one single service provider.

Reporting Entity

The entity detailed in this report is the Canada Student Loans Program only and does not include departmental operations related to the delivery of the CSLP. Expenditures figures are primarily statutory in nature, made under the authority of the Canada Student Loans Act and the Canada Student Financial Assistance Act.

Basis of Accounting

The financial figures are prepared in accordance with generally accepted accounting principles and as reflected in the *Public Sector Accounting Handbook* of the Canadian Institute of Chartered Accountants.

Specific Accounting Policies

Revenues

Two sources of revenue are reported: interest revenue on Direct Loans and recoveries on Guaranteed and Put Back Loans. Government accounting practices require that recoveries from both sources be credited to the government's Consolidated Revenue Fund. They do not appear along with the expenditures in the

CSLP accounts, but are reported separately in the financial statements of Human Resources and Social Development Canada (HRSDC) and the government.

Interest Revenue on Direct Loans

Borrowers are required to pay simple interest on their student loans once they leave full-time studies. At the time they leave school, students have the option of selecting a variable (prime + 2.5%) or fixed (prime + 5%) interest rate. The figures represent the interest accrued on the outstanding balance of the government-owned Direct Loans. Borrowers continue to pay the interest accruing on the guaranteed and risk-shared loans directly to the private lender holding these loans. Effective August 1, 2005, the weekly loan limit increased from \$165 per week to \$210 per week of study. As more funds are now available to students, total loan disbursements and interest revenue generated will continue to increase.

Recoveries on Guaranteed Loans

The government reimburses the private lenders for any loans issued prior to August 1, 1995 that go into default (i.e., lenders claim any amount of principal and interest not repaid in full). The figures represent the recovery of principal and interest on these defaulted loans.

Recoveries on Put-back Loans

Under the risk-shared agreements, the government will purchase from the participating financial institutions any loans issued between August 1, 1995 to July 31, 2000 that are in default of payments for at least 12 months after the period of study, that in aggregate, do not exceed 3% of the average monthly balance of the lender's outstanding student loans in repayments. The amount paid is set at 5% of the value of the loans in question. The figures represent the recovery of principal and interest on these loans.

¹⁴ For further information on the Canada Student Loans Program, see http://www.hrsdc.gc.ca/en/gateways/topics/cxp-gxr.shtml

Canada Study Grants and Canada Access Grants

Canada Study Grants and Canada Access Grants improve access to post-secondary education by providing non-repayable financial assistance to postsecondary students. Four types of Canada Study Grants are available to assist: (1) students with permanent disabilities in order to meet disabilityrelated educational expenses (up to \$8,000 annually); (2) students with dependants (up to \$3,120 for full-time students and up to \$1,920 for part-time students, annually); (3) high-need part-time students (up to \$1,200 annually); and (4) women in certain fields of Ph.D. studies (up to \$3,000 annually for up to three years). Two Canada Access Grants are available since August 1, 2005, to assist: (1) students from low-income families entering their first year of post-secondary studies (50% of tuition, up to \$3,000); and (2) students with permanent disabilities in order to assist with education and living expenses (up to \$2,000 annually).15

Collection Costs

These amounts represent the cost of using private collection agencies to collect defaulted Canada Student Loans. The loans being collected include: risk-shared and guaranteed loans that have gone into default and for which the government has bought back from the private lender; and Direct Loans issued after July 31, 2000, that are returned to HRSDC by the third party service provider as having defaulted. As of August 1, 2005 the Canada Revenue Agency (CRA) Non Tax Collections Directorate undertook the responsibility for the administration of the collection activities of the guaranteed, risk-shared and direct student loans.

Service Provider Costs

CSLP uses third party service providers to administer loan origination, in-study loan management, poststudies repayment activities and debt management. This item represents the cost associated with these contracted services.

Bisk Premium

Risk premium represents part of the remuneration offered to lending institutions participating in the risk-shared program from August 1, 1995 to July 31, 2000. The risk premium represents 5% of the value of loans being consolidated which is calculated and paid at the time students leave studies and go into repayment. In return, the lenders assume the risk associated with non-repayment of these loans.

Put-Back

Subject to the provisions of the contracts with lending institutions, the government will purchase from a lender the student loans that are in default of payment for at least 12 months and that, in aggregate, do not exceed 3% of the average monthly balance of the lender's outstanding student loans in repayments. The amount paid is set at 5% of the value of the loans in question. The figures also include any refund made to participating financial institutions on the recoveries.

Administrative Fees to Provinces and Territories

Pursuant to the Canada Student Financial Assistance Act (CSFA Act), the government has entered into arrangements with nine provinces and one territory to facilitate the administration of the CSLP. They administer the application and needs assessment activities associated with federal student financial assistance and in return they are paid an administrative fee. As of August 1, 2005 administrative fees paid to provinces were increased to improve the compensation for their part in the administration of the CSLP.

In-Study Interest Borrowing Expense

The capital needed to issue the Direct Loans is raised through the Department of Finance's general financing activities. The cost of borrowing this capital is recorded in the Department of Finance's overall financing operations. The figures represent the cost attributed to CSLP in support of Direct Loans while students are considered in study status. Weekly loan limits increased effective August 1, 2005. As more

¹⁵ The new Canada Access Grant for Student with Permanent disabilities has replaced the Canada Study Grant for High-need Students with Permanent Disabilities.

funds are now available to students, total loan disbursements have grown, and as a result the instudy interest borrowing expense will continue to rise.

In-Repayment Interest Borrowing Expense

The capital needed to issue the Direct Loans is raised through the Department of Finance's general financing activities. The cost of borrowing this capital is recorded in the Department of Finance's overall financing operations. The figures represent the cost attributed to CSLP in support of Direct Loans while students are in repayment of their Canada Student Loans.

In-Study Interest Subsidy

A central feature of federal student assistance is that student borrowers are not required to pay the interest on their student loans as long as they are in full-time study and, in the case of loans negotiated prior to August 1, 1993, for six months after the completion of studies. Under the guaranteed and risk-shared programs, the government pays the interest to the lending institutions on behalf of the student.

Interest Relief

Assistance may be provided to cover loan interest and suspend payments on the principal of loans in repayment for up to 54 months for borrowers experiencing temporary difficulties repaying their loans. The shift from Guaranteed and Risk-Shared Loans to Direct Loans did not alter interest relief for loans in distress from the borrower's perspective; however, the method of recording associated costs changed. For loans issued prior to August 1, 2000, CSLP compensates lending institutions for lost interest equal to the accrued interest amount on loans under Interest Relief (IR). For loans issued after August 1, 2000, an interest relief expense is recorded to offset the accrued interest on direct loans. Effective August 1, 2005 income thresholds used to determine IR eligibility increased in order to make IR accessible to a greater number of borrowers.

Debt Reduction in Repayment

Debt Reduction in Repayment (DRR) assists borrowers experiencing long-term difficulties repaying their loans. DRR is a federal repayment assistance program through which the Government of Canada

reduces a qualifying borrower's outstanding Canada Student Loans principal to an affordable amount after Interest Relief has been exhausted and only after 5, years have passed since the borrower ceased to be a student. As of August 1, 2005, the maximum amount of DRR assistance is \$26,000, which is available to eligible borrowers in an initial deduction of up to \$10,000, a second deduction of up to \$10,000 and a final deduction of up to \$6,000. For loans issued prior to August 1, 2000, CSLP pays the lending institutions the amount of student debt principal reduced by the Government of Canada under DRR. For loans issued after August 1, 2000, the Government of Canada forgives a portion of the loan principal.

Claims Paid and Loans Forgiven

From the beginning of the program in 1964 until July 31, 1995, the government fully guaranteed all loans issued to students by private lenders. The government reimburses private lenders for any of these loans that go into default (i.e., subject to specific criteria, lenders may claim any amount of principal and interest not repaid in full, after which the Canada Revenue Agency's (CRA) Collection Services will attempt to recover these amounts). 16 The riskshared arrangements also permitted loans issued from August 1, 1995 to July 31, 2000 to be guaranteed under specific circumstances. This item represents the costs associated with loan guarantees.

Pursuant to the Canada Student Loans Act and the Canada Student Financial Assistance Act, the government incurs the full amount of the unpaid principal plus accrued interest in the event of the death of the borrower or, if the borrower becomes permanently disabled and cannot repay the loan without undue hardship.

Bad Debt Expense

Under Direct Loans, the government owns the loans issued to students and must record them as assets. As a result, generally accepted accounting principles require a provision be made for potential future losses associated with these loans. The provision must be made in the year the loans are issued even though the losses may occur many years later. The figures represent the annual adjustment to the provisions for Bad Debt and Debt Reduction in Repayment on Direct Loans.

¹⁶ An announcement was made on August 1, 2005 which transfers collections activities previously carried out by Social Development Canada (SDC) to Canada Revenue Agency.

Alternative Payments to Non-participating Provinces and Territories

Provinces and territories may choose not to participate in the CSLP. These provinces and territories receive an alternative payment to assist in the cost of delivering a similar student financial assistance program.

Commitments

Starting March 17, 2008, the CSLP will enter into a new agreement with one single Service Provider. For the period from March 17, 2008 to March 31, 2009, the expected cash flow for Service Provider contracts is: \$85.0 millions.

	Ac	tual	Forecast	Plai	nned Spendi	ing ^e
(millions of dollars)	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-201
Revenue						
Interest Revenue on Direct Loans	315.7	453.3	474.7	551.5	619.7	681.6
Recoveries On guaranteed Loans ^a	66.8	55.3	49.0	52.6	53.3	47.6
Recoveries On Put-Back Loans ^a	13.1	14.5	13.7	15.2	15.4	13.8
Total Revenue	395.6	523.1	537.4	619.3	688.4	743.0
Expenses						
Transfer Payments						
Canada Study Grants and Canada Access Grants	129.7	146.4	153.7	142.9	142.8	142.9
Loan Administration						
Collection Costs ^a	13.6	12.4	13.9	12.5	12.5	12.5
Service Bureau Costs	50.2	65.6	91.8	84.2	64.2	59.1
Risk Premium	2.7	1.8	1.5	1.3	0.9	0.2
Put-Back	4.3	4.7	3.7	5.2	5.4	5.6
Administrative Fees to Provinces and Territories and SIF	13.9	14.7	14.3	14.4	14.4	14.5
Total Loan Administration Expenses	84.7	99.2	125.2	117.6	97.4	91.9
Cost of Government Support						
Benefits Provided to Students						
In-Study Interest Borrowing Expense (Class A) b	159.3	185.7	190.5	195.7	208.5	220.9
In Repayment Interest Borrowing Expense (Class B) b	111.4	145.0	188.1	227.6	264.9	301.8
In-Study Interest Subsidy (Class A)	12.1	11.5	8.4	2.0	0.3	0.2
Interest Relief	67.2	84.2	114.4	101.3	104.6	106.2
Debt Reduction in Repayment	31.4	20.1	13.2	6.8	3.9	2.3
Claims Paid & Loans Forgiven	24.8	24.2	17.3	17.3	15.7	14.9
Bad Debt Expense						
Debt Reduction in Repayment Expense	13.3	9.6	13.6	14.3	14.4	14.5
Bad Debt Expense	297.2	260.4	339.2	363.8	375.5	388.4
Total Cost of Government Support Expenses	716.7	740.7	884.7	928.8	987.8	1,049.2
Total Expenses	931.1	986.3	1,163.6	1,189.3	1,228.0	1,284.0
Net Operating Results	535.5	463.2	626.2	570.0	539.6	541.0
Alternative Payments to Non-Participating Province and Territories		91.3	107.4	117.9	117.7	118.1
Final Operating Results	693.7	554.5	733.6	687.9	657.3	659.1

^a These costs are related to Canada Student Direct Loans but are now reported by Canada Revenue Agency.

^b These costs are related to Canada Student Direct Loans but reported by the Department of Finance.

^c This represents the annual expense adjustment to the Provisions for Bad Debt and Debt Reduction in Repayment as required under Accrual Accounting.

^d The figures represent the annual expense recorded under the Accrual Accounting as opposed to the actual amount disbursed to the Non-Participating Province and Territories. The actual cash expense for Alternative Payments to Non-Participating Provinces and Territories for 2006-2007 was \$ 117.6 M.

e 2007-2008 and ongoing planned spending years include CSLP related amounts stemming from the Budget 2007 announcement.

Consolidated Canada Student Loans Programs

Direct Loans Only

	Ac	tual ·	Forecast	P	lanned Spend	dinge
(millions of dollars)	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
Revenue						
Interest Revenue on Direct Loans	315.7	453.3	474.7	551.5	619.7	681.6
Expenses						
Transfer Payments						
Canada Study Grants and Canada Access Grants	129.7	146.4	153.7	142.9	142.8	142.9
Loan Administration						
Collection Costs a	6.9	7.1	9.4	7.8	7.8	7.8
Service Bureau Costs	50.2	65.6	91.8	84.2	64.2	59.1
Administrative Fees to Provinces and Territories and SIF	13.9	14.7	14.3	14.4	14.4	14.5
Total Loan Administration Expenses	71.0	87.4	115.5	106.4	86.4	81.4
Cost of Government Support						
Benefits Provided to Students						
In-Study Interest Borrowing Expense (Class A) ^b	159.3	185.7	190.5	195.7	208.5	220.9
In Repayment Interest Borrowing Expense (Class B) b	111.4	145.0	188.1	227.6	264.9	301.8
Interest Relief	43.9	63.4	97.9	93.2	99.6	103.8
Loans Forgiven	9.1	7.2	7.6	9.8	10.8	11.8
Bad Debt Expense C						
Debt Reduction in Repayment Expense	13.3	9.6	13.6	14.3	14.4	14.5
Bad Debt Expense	297.2	260.4	339.2	363.8	375.5	388.4
Total Cost of Government Support Expenses	634.2	671.3	836.9	904.4	973.7	1,041.2
Total Expenses	834.9	905.1	1,106.1	1,153.7	1,202.9	1,265.5
Net Operating Results	519.2	451.8	631.4	602.2	583.2	583.9
Alternative Payments to Non-Participating Province and Territories	d 158.2	91.3	107.4	117.9	117.7	118.1
Final Operating Results	677.4	543.1	738.8	720.1	700.9	702.0

^a These costs are related to Canada Student Direct Loans but are now reported by Canada Revenue Agency.

^b These costs are related to Canada Student Direct Loans but reported by the Department of Finance.

^c This represents the annual expense adjustment to the Provisions for Bad Debt and Debt Reduction in Repayment as required under Accrual Accounting.

^d The figures represent the annual expense recorded under the Accrual Accounting as opposed to the actual amount disbursed to the Non-Participating Province and Territories. The actual cash expense for Alternative Payments to Non-Participating Provinces and Territories for 2006-2007 was \$ 117.6 M.

e 2007-2008 and ongoing planned spending years include CSLP related amounts stemming from the Budget 2007 announcement.

Consolidated Canada Student Loans Programs

Risk-Shared and Guaranteed Loans Only

	Ac	tual	Forecast Planned Spending			ing ^b
(millions of dollars)	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
Revenue						
Recoveries On guaranteed Loans ^a	66.8	55.3	49.0	52.6	53.3	47.6
Recoveries On Put-Back Loans a	. 13.1	14.5	13.7	15.2	15.4	13.8
Total Revenue	79.9	69.8	62.7	67.8	68.7	61.4
Expenses						
Loan Administration						
Collection Costs ^a	6.7	5.3	4.5	4.7	4.7	4.7
Risk Premium	2.7	1.8	1.5	1.3	0.9	0.2
Put-Back	4.3	4.7	3.7	5.2	5.4	5.6
Total Loan Administration Expenses	13.7	11.8	9.7	11.2	11.0	10.5
Cost of Government Support						
Benefits Provided to Students						
In-Study Interest Subsidy (Class A)	12.1	11.5	8.4	2.0	0.3	0.2
Interest Relief	23.3	20.8	16.5	8.1	5.0	2.4
Debt Reduction in Repayment	31.4	20.1	13.2	6.8	3.9	2.3
Claims Paid & Loans Forgiven	15.7	17.0	9.7	7.5	4.9	3.1
Total Cost of Government Support Expenses	82.5	, 69.4	47.8	24.4	14.1	8.0
Total Expenses	96.2	81.2	57.5	35.6	25.1	18.5
Net Operating Results	16.3	11.4	(5.2)	(32.2)	(43.6)	(42.9)

^a These costs are related to Canada Student Direct Loans but are now reported by Canada Revenue Agency.

^b 2007–2008 and ongoing planned spending years **include** CSLP related amounts stemming from the Budget 2007 announcement.



Section IV

Other Items of Interest

Detailed Program Description by Strategic Outcome

A. Policies and Programs that meet the Human **Capital and Social Development Needs** of Canadians

Program Activity: Policy, Research and Communications

Strategic Policy

Strategic Policy focuses on addressing the social and human capital challenges of Canadians through strategic, innovative solutions. To move forward with implementing the Government's commitments in the area of human resources and social development, the Department develops foundational policy frameworks and strategies that enable the Department to identify emerging policy issues for Canadians.

Knowledge Analysis and Evaluation

Knowledge, analysis and Evaluation provides leadership in data management, research, dissemination and exchange, monitoring and reporting, and evaluation to support strong accountability, innovative and responsive policies and programs and evidence-based decision-making by governments, public institutions, businesses, communities, families and citizens.

Public Affairs and Stakeholder Relations

Public Affairs and Stakeholder Relations provide strategic communications and stakeholder relations advice and support to the Ministers, Deputy Ministers and the Department. It also contributes to the HRSDC objective of creating opportunities and choices for Canadians to reach their full potential in society and the labour market. This is support through HRSDC programs and policies by: Developing and executing targeted communications strategies that inform Canadians, particularly the most vulnerable, about programs and policies to meet their social

development and labour market needs; and, Engaging the public stakeholders on key departmental issues through discussions and consultations, which facilitates the inclusion of views of Canadians in the research, policy and program development process.

B. Enhanced Canadian Productivity and Participation through **Efficient and Inclusive** Labour Markets. **Competitive Workplaces** and Access to Learning

Program Activity: Labour Market

Employment Insurance

This program promotes individual well being. economic stability and a flexible labour market by providing temporary income support to unemployed workers who qualify under Part I of the Employment Insurance Act. Employment Insurance encompasses a wide range of benefits to address the needs of workers and the labour market, including Canadians who are sick, pregnant or caring for a newborn or adopted child, as well as those who must care for a family member who is seriously ill with a significant risk of death.

Actuarial Services

The Actuarial Services provide professional actuarial services to the Employment Insurance Commission and branches of HRSDC and Service Canada. Services include: providing the Employment Insurance (EI) Commission with an annual report on the actuarial calculation of the El break-even premium rate and maximum insurable earnings; establishing premium reductions for Provincial Plans (such as the Quebec Parental Insurance Plan) and qualified wage-loss replacement plans for sickness. Actuarial valuations

are provided for the Government Annuities and Civil Service Insurance programs by determining its actuarial liabilities and its annual surplus (deficit) and by monitoring its soundness by performing mortality studies. The Chief Actuary is also accountable for providing advice on proposed changes in the *El Act* and on practice of private and public insurers with similar insurance and welfare programs.

Income Benefits

Income Benefits provides temporary financial assistance to unemployed Canadians, including self-employed fishers while they look for work, participants on work-sharing agreements, as well as to Canadians who need to take a temporary absence from work for sickness, pregnancy and childbirth, caring for a newborn or adopted child, or to provide care or support to a gravely ill family member with a significant risk of death.

Labour Market Programs

This program provides services that are funded under the Consolidated Revenue Fund and Part II of the *Employment Insurance Act*. These enable Canadians, including unemployed adults and targeted groups, such as youth, persons with disabilities and Aboriginal Peoples, to develop their skills and encourage them to invest in themselves and become self-reliant and more adaptable to labour market changes.

Employment Benefits and Support Measures (EI)

Part II of the Employment Insurance Act authorizes the design and implementation of Employment Benefits and Support Measures to help unemployed participants prepare for, find and keep employment. Under co-management Labour Market Development Agreements in four provinces and one territory, the Employment Benefits and Support Measures are designed and managed jointly among Service Canada, HRSDC and the provinces/ territory. Pan-Canadian funding maintained under HRSDC management is used under the Employment Benefits and Support Measures to address labour market issues and priorities that are national or multiregional in scope. The pan-Canadian spending is focused on four classes of investments: enhancing investment in workplace skills; finding innovative solutions to reducing risk through improvements to the

effectiveness of El active measures; Aboriginal people; and supporting agreements with provinces, territories and Aboriginal people.

Labour Market Development Agreements Transfers

Under the authority of the Employment Insurance Act, Labour Market Development Agreements have been signed with all provinces and territories. Eight of these agreements are in the form of a transfer agreement under which six provinces and two territories have assumed responsibility for the design and delivery of provincial/territorial programs and services similar to Employment Benefits and Support Measures. For the five labour market development agreements that are co-managed (NL, PEI, NS, BC, and YK), HRSDC shares responsibility for the design of labour market development programs and services. In these provinces/territories, HRSDC (through Service Canada) continues to be responsible for the management and delivery of the employment benefits and support measures through its network of local offices.

Aboriginal Human Resources Development Strategy

The Aboriginal Human Resources Development Strategy is designed to assist Aboriginal people to prepare for, find and keep employment and builds Aboriginal capacity for human resources development. Labour market and skills development programming under the Strategy is delivered through agreements with approximately 80 Aboriginal Human Resources Development Agreement holders across the country. The Strategy integrates most of HRSDC's Aboriginal programming.

Aboriginal Skills and Employment Partnerships

Complementary to the Aboriginal Human Resources Development Strategy, Aboriginal Skills and Employment Partnerships is a nationally managed program geared toward supporting collaboration among Aboriginal groups, the private sector and provincial/territorial governments. The goal of the Aboriginal Skills and Employment Partnership program is to ensure sustainable employment for Aboriginal people in major, large-scale economic opportunities (such as diamond mining, oil and gas

exploration and development and forestry initiatives) leading to long-term benefits for Aboriginal communities, families and individuals.

Youth Employment Strategy

This program ensures that Canada's youth are well prepared to participate and succeed in today's changing labour market. The Strategy is delivered in partnership with the private sector and nongovernmental organizations through the collective efforts of twelve federal departments, agencies and corporations, with HRSDC in the lead role, HRSDC is responsible for approximately 76% of program funds with the remainder coming from other government departments. Under the Strategy, youth employment initiatives target youth from 15 to 30 years of age who are unemployed or underemployed. This national strategy offers a broad range of initiatives under three programs: Skills Link, Summer Work Experience and Career Focus.

Labour Market Adjustments

This program supports the objectives of an integrated labour market system and to ensure the right tools are in place to meet the needs of a flexible and expanding labour market. Labour market adjustments were initially established to help absorb labour market shocks, emerging issues, and/or crisis allowing the department to respond to urgent situations. The labour market adjustments also fund programs of short duration including the Targeted Initiative for Older Workers (TIOW). TIOW is a two-year federalprovincial/territorial cost shared initiative to assist unemployed older workers in communities affected by significant downsizing or closures, or ongoing high unemployment, through programming aimed at reintegrating them into employment. The initiative is delivered through bilateral agreements with provinces and territories which are responsible for identifying affected communities, as well as the design and delivery of projects. This interim initiative has been put in place while a feasibility study to evaluate current and potential measures to address the challenges faced by displaced older workers is undertaken.

Enabling Fund for Official Language Minority Communities

The Enabling Fund serves to enhance the development and vitality of Official language minority communities by strengthening community capacity in areas of human resources and community economic

development by promoting partnerships at all levels, especially with federal partners. The Fund provides leverage and complementarity with funding under other HRSDC and federal and provincial/territorial government programs. Through two national committees (francophone and anglophone), the Fund ensures collaboration with partners for joint action, planning and development intended to enhance the communities' vitality.

Labour Market Agreements for Persons with Disabilities

This program is designed to improve the employment situation of Canadians with disabilities, by enhancing their employability, increasing the employment opportunities available to them, and building on their existing knowledge base. These agreements facilitate coordination in labour market programming targeted to people with disabilities through agreements with provinces.

Opportunities Fund for Persons with Disabilities

This program is designed to assist people with disabilities who are ineligible for employment programs available through the Employment Insurance program. Funding under this program assists eligible people with disabilities to prepare for and obtain employment or self-employment as well as to develop the skills necessary to maintain that new employment. Funding is provided for the provision of employment related services and interventions tailored to meet the needs of persons with disabilities in order to facilitate their integration into employment, including financial assistance to employers to encourage them to hire persons with disabilities that they would not normally hire, supporting projects developed by sponsor organizations that will provide participants with opportunities to gain meaningful work experience, covering all or a portion of tuition costs to assist in gaining skills for employment, providing assistance to individuals in starting a new business and providing assistance to organizations to conduct employment related activities designed to assist persons with disabilities prepare for, obtain and keep employment.

Program Activity: Workplace Skills

Workplace Partnerships

Workplace Partnerships work with industry and the learning system to ensure that Canadians have the

skills and knowledge required for the workplace. These partnerships enable the private sector to invest in skills development issues as well as to strengthen apprenticeships systems in Canada, including the mobility of skilled trades' workers:

Sector Councils

Sector Councils are formal, national partnerships of businesses and workers that address human resources and workplace skills development on a sectoral basis. Contribution payments under the Sector Council Program support research and project based activities proposed by Sector Councils and other national organizations (sector-like) working on skills and learning issues.

Trades and Apprenticeships

This program implements the Trades and Apprenticeship Strategy. Trades and Apprenticeship works with provinces and territories through the Canadian Council of Directors of Apprenticeship to facilitate and increase the mobility of skilled trades workers, and with public and private partners to strengthen apprenticeship systems in Canada.

Inter-provincial Standards Red Seal Program

This program facilitates the mobility of tradespeople between Canadian provinces and territories, through interprovincial standardization of training, and certification based on national occupational standards for the 49 Red Seal trades. Fully trained apprentices and certified journeypersons are able to obtain a Red Seal endorsement on their Certificates of Qualification and Apprenticeship Completion by successfully completing an Interprovincial Standards Red Seal Examination.

Workplace Skills Initiative

This Program stimulates and supports partnership-based projects that test and evaluate promising, outcomes-focused approaches to skills development for employers and employed Canadians. Implicit in these projects is the development of human capital in and for the workplace. This support will be available to the spectrum of workplace partners and will cover a range of projects—from possible firm-level approaches with a focus on Small and Medium-sized Enterprises to a more macro sectoral approach for others. Projects will vary in scope and scale in order to inform the Government of Canada on best possible

policy interventions. The Workplace Skills Initiative promotes workplace skills development goals by supporting the generation and sharing of models of skills development and continuous learning for the employed, such as skills laddering, up-skilling, and re-skilling. It also promotes the adoption, recognition and rewarding of improved Human Resources practices, systems and sharing of best practices related to attracting, developing and retraining of employees. Funding for Workplace Skills Initiative projects will be cost-shared with partners; it is expected that partners provide cash and/or in-kind contributions at a minimum of 25% of the costs of the project. Financial assistance will be provided to eligible recipients in the form of a contribution from the Consolidated Revenue Fund.

Apprenticeship Incentive Grant

The Apprenticeship Incentive Grant aims to promote access to apprenticeships and improve labour mobility by providing a \$1,000 grant to registered apprentices in the Red Seal trades. The grant has been designed to reward advancement in the first two years of an apprenticeship program. Registered apprentices who have completed their first or second year of their apprenticeship program on or after January 1, 2007 will be eligible to apply. The Apprenticeship Incentive Grant will provide an incentive for more Canadians to pursue apprenticeships and meet the future need for skilled trades people that is crucial to the sustained growth of the economy. By focusing on the Red Seal trades, for which there are national occupational and training standards, the Apprenticeship Incentive Grant will also support inter-provincial mobility.

Foreign Workers and Immigrants

This activity helps internationally-trained individuals integrate and participate in the Canadian labour market, as well as enhances interprovincial mobility of internationally and domestically trained workers. This work is done in conjunction with provinces, territories, partners and stakeholders across Canada, including other federal departments, industry, and regulatory bodies.

Immigration Portal

This Program enhances the Going to Canada website by providing prospective immigrants, students, workers and newcomers with information, services

and tools to help them make informed decisions about coming to Canada, and integrating into Canada's labour market and society.

Interprovincial Labour Mobility

This Program Co-ordinates federal activity to improve interprovincial labour mobility under the Agreement on Internal Trade, so that workers who qualify in one province/ territory can have their qualifications recognized in another.

Foreign Credential Recognition

This Program supports activities proposed by Sector Councils, industry groups, regulatory bodies, provinces/ territories, and educational bodies that work on foreign credential assessment and recognition issues.

Temporary Foreign Worker Program

This Program Assists Canadian employers in meeting their human resource needs by facilitating the entry of temporary foreign workers into areas of the labour market with demonstrated occupational shortages, while still considering the employers' efforts to hire and recruit Canadians.

Skills and Labour Market Information

This Program is available to help employed and unemployed job seekers, people choosing a career, career practitioners, employment service providers, employers, education/learning institutions, and community development organizations make informed decisions related to skills, human resources, and the labour market.

National Occupational Classification

This Program is an authoritative resource on occupational information in Canada, the National Occupational Classification describes the work performed by Canadians in the labour market. The National Occupational Classification contains the Classification structure and descriptions of 520 occupational areas and includes over 30,000 occupational titles.

Labour Market Information

Through Service Canada, Labour Market Information provides information on national and regional employment trends, local employment prospects,

wage rates, skills and education required by occupation, and employment and training opportunities. Service Canada also offers job posting, job search, job alert and job matching services to job seekers and employers

Literacy and Essential Skills

This Program works through non-statutory grants and contributions to reduce non-financial barriers related to adult learning, literacy and essential skills. This is achieved by supporting the generation, transfer, and application of knowledge; by contributing to the development of innovative approaches; by strengthening capacity of the adult learning, literacy and essential skills sectors, and by promoting and increasing awareness of the importance of adult learning, literacy and essential skills.

Program Activity: Learning

Student Financial Assistance

This program promotes accessibility to post-secondary education for those with a demonstrated financial need by providing loans, Canada Access Grants, and Canada Study Grants to help lower financial barriers. The Program also offers debt management measures to borrowers to help with repayment. These include, Interest Relief, Debt Reduction in Repayment and loan forgiveness in the event of the permanent disability or death of a qualified borrower.

Loans

This Program promotes accessibility to post-secondary education for individuals with demonstrated financial need by providing repayable assistance in the form of loans to full-time and part-time students.

Grants

This program provides Canada Access Grants and Canada Study Grants to students to increase the participation of under-represented groups in postsecondary education: Canada Access Grants for Students from Low -Income Families and Students with Permanent Disabilities; and Canada Study Grants for the students with Dependants, Accommodation of Students with Permanent Disabilities, for High-Need Part-time Students. and for Females pursuing Doctoral Studies.

Repayment and Debt Management and Assistance

This program offers a number of measures to assist borrowers in managing their Canada Student Loan debt, including an extended repayment period, Interest Relief, extended Interest Relief and Debt Reduction in Repayment. The intent of these measures is to provide short and long-term assistance to borrowers who are experiencing financial difficulty in meeting their repayment obligations, due to periods of unemployment or low income.

Canada Education Savings Program

The Canada Education Savings Program includes the Canada Education Savings Grant and the Canada Learning Bond which provide grants to encourage Canadians to save for a child's post-secondary education using a Registered Education Savings Plan. The Program also administers the Alberta Centennial Education Savings Grant on behalf of the Province of Alberta and the Education Savings Community Outreach Initiative.

Canada Learning Bond

The Canada Learning Bond is a grant to help low-income families start saving for their child's education after high school. It is directed to children born after 2003 whose family is eligible to receive the National Child Benefit Supplement.

Canada Education Savings Grant

The Canada Education Savings Grant encourages Canadians to save for the post-secondary education of children by providing a matching grant on savings made for children aged 0-17. The Canada Education Savings Program pays grants on all RESP savings and provides higher grants to low- and middleincome families.

International Academic Mobility

The International Academic Mobility initiative aims to increase international academic co-operation and sustainable institutional linkages among universities, colleges, technical institutes and private businesses that result in, for example, the development of joint curricula, the recognition and portability of academic credits and the use of distance education. Through the International Academic Mobility international

student exchange experiences, Canadian students gain invaluable skills that contribute to competitive edge in an increasingly global marketplace, including language abilities and inter-cultural communication skills.

C. Safe, Healthy, Fair, Stable, Cooperative, **Productive Workplaces and Effective International Labour Standards**

Program Activity: Labour

Federal Mediation and Conciliation Service

This program is responsible for providing dispute resolution and dispute prevention assistance to trade unions and employers under the jurisdiction of Part I (Industrial Relations) of the Canada Labour Code. It fosters constructive labour management relationships economy-wide. The Federal Mediation and Conciliation Service provides expert mediation and conciliation assistance in approximately 300 collective bargaining disputes per year. It is also responsible for the administration of Ministerial appointments toresolve rights disputes under Part III (Labour Standards) of the Canada Labour Code. It also carries out in-depth research on current and emerging industrial relations issues.

Mediation and Conciliation

Dispute resolution and dispute prevention assistance to employers and unions pursuant to Part I (Industrial Relations) of the Canada Labour Code and Part I of the Status of the Artist Act.

Unjust Dismissal Adjudicators

Appointment by the Minister of Labour, on the recommendation of the Federal Mediation and Conciliation Service, of quasi-judicial decision-makers to hear and decide complaints of unjust dismissal pursuant to Part III (Labour Standards) of the Canada Labour Code.

Wage Recovery Referees

Appointment by the Minister of Labour, on the recommendation of the Federal Mediation and Conciliation Service, of quasi-judicial decision-makers to hear and decide appeals from wage payment orders and notices of unfounded complaint pursuant to Part III (Labour Standards) of the Canada Labour Code.

Labour-Management Partnerships Program

This is a contribution program that encourages joint labour management initiatives in the workplace or at the sectoral level, which are designed to foster and improve labour management relationships.

National Labour Operations

This operational area is responsible for the promotion, application and enforcement of workplace conditions that are safe, healthy, fair and equitable. In order to accomplish this, there are a number of Acts and programs that support these objectives. The Compliance and Regional Operations Directorate and the Program Development and Guidance Directorate administer Part II (Occupational Health and Safety) and Part III (Labour Standards) of the Canada Labour Code, the Non-smokers' Health Act, the Employment Equity Act, the Federal Contractors Program for Employment Equity, the Fair Wages and Hours of Labour Act, the Government Employees' Compensation Act, and the Merchant Seamen Compensation Act, as well as acting as the authority having jurisdiction on matters relating to the fire protection of federal real property. The Directorates work with primary stakeholders, employers and employees in the federal jurisdiction and coordinates the regulatory and enforcement activities across the country to ensure consistent application of the various statutes. From the perspective of employers, they rely on the Labour Program to administer their workplacerelated laws and regulations in a fair and consistent manner in order to ensure a level playing field for their operations.

Occupational Health and Safety

Occupational Health and Safety is authorized and informed by Part II of the Canada Labour Code, the Canada Occupational Health and Safety Regulations, and the Non-smokers' Health Act. Workplace health and safety is ensured through promotion, proactive intervention and enforcement of Part II of the Canada Labour Code and its Regulations and through work

with primary stakeholders, employees and employers to create and maintain an effective health and safety culture and to ensure compliance with the Code.

Fire Protection

Fire Protection Services (FPS) operates under the authority of the Treasury Board Policy on Fire Protection, Investigation and Reporting issued pursuant to the Financial Administration Act. FPS has, as its mandate, ensuring the protection, conservation and minimization of risks to life, property, and the Government's financial position. FPS is responsible for administering and enforcing the TB policy and standards, as well as the fire protection requirements of the National Building Code of Canada, the National Fire Code of Canada and related fire protection codes and standards. In addition, FPS delivers fire protection engineering and inspection services to First Nation reserves in accordance with a Memorandum of Understanding with Northern and Indian Affairs Canada and the Treasury Board, and fire protection engineering to certain Crown corporations on a cost recovery basis.

Labour Standards

Part III of the Canada Labour Code establishes employment standards for employees and employers under federal jurisdiction, such as working hours, minimum wages, holidays, unjust dismissal and various types of leave. Part III is an important social and economic piece of legislation, which provides the legal basis for ensuring protection of basic worker rights, while creating a fair and competitive labour market for employers.

Workplace Equity

The Employment Equity Program aids four designated groups (women, visible minorities, persons with disabilities and Aboriginal peoples), all of whom have below average outcomes in the labour market. Under the terms of the Employment Equity Act, the Legislated Employment Equity Program (LEEP) requires the federal jurisdiction's employers of 100 or more workers to report annually on their performance in employing the four designated groups. This data is compared to Census data (availability) to determine if the designated groups are adequately represented among the LEEP employers. Employers with significant under representation are required to analyse their workplace practices and to propose plans to address the shortfall. They also may be

subject to audit by the Canadian Human Right Commission. Employers in provincial jurisdiction, who have 100 or more employees and who have contracts to perform work for the federal government, are covered under the Federal Contractors Program for Employment Equity. These employers are obliged to certify their commitment to employment equity before they are eligible to bid on a contract with the federal government. The Racism-free Workplace Strategy, which is a component of the government-wide Action Plan Against Racism, is a specific initiative to complement and increase the effectiveness of the Employment Equity Act. It aims to remove discriminatory barriers and to advance the upward mobility of visible minorities and Aboriginal peoples in the workplace. Part III (Labour Standards) of the Canada Labour Code provides the mandate to the Labour Program inspectorate to ascertain compliance of federal jurisdiction employers with the requirements for pay equity. The goal is to work with employers, employees and employee representatives to eliminate gender-based wage inequities within the federally regulated sector.

Federal Workers' Compensation

The Government Employees' Compensation Act (GECA) provides Benefits to federal employees who sustain a work related injury or occupational disease. The Merchant Seamen Compensation Act provides Benefits to injured merchant seamen and their survivors. Employees under federal jurisdiction who are victims of a workplace injury or illness have a right to compensation under the federal statute. GECA is administered in partnership with provincial workers' compensation boards according to administrative agreements. The Directorates works primarily with federal departments and agencies, employees and provincial workers' compensation boards to ensure compliance with the federal statutes. They provide secretarial services to the Merchant Seamen Compensation Board, adjudicates injury compensation claims for approval by the Board, and award benefits to the workers of employers registered with the Board.

International and Intergovernmental Labour Affairs

This group manages the Labour Program's international, intergovernmental and Aboriginal labour affairs responsibilities. Specifically, International and Intergovernmental Labour Affairs oversees Canada's

participation in international labour forums, such as the International Labour Organization, negotiates and implements international labour cooperation agreements and provides technical assistance to developing countries. Further, this area coordinates federal-provincial-territorial relations in the labour field. As well, it analyses and provides information on Canadian labour legislation to policy analysts, researchers and the general public. Further, it facilitates dialogue with Labour Program stakeholders and coordinates Labour Program activities in Aboriginal communities

Workplace Policy and Information

This Directorate develops integrated long-term departmental, federal and national labour policy frameworks and implements strategic initiatives. It conducts quantitative and qualitative research and analysis on workplace and labour-related issues and their impact on Canadian social and economic development and provides strategic policy advice on such issues. It collects, analyses and disseminates information on key workplace practices to advance the strategic priorities and the mandate of the Labour Program. It represents the Program in interdepartmental and other fora to ensure linkages to the broader government agenda and policy-making environment.

Workplace Information

Collective bargaining data across Canada is tracked for groups of 100 or more employees in the federal jurisdiction and 500 or more employees in the provincial jurisdiction. Information is collected at settlement stage and wage adjustments are calculated and disseminated. The Directorate collects and codes collective agreements, which are housed in Negotech, the largest searchable electronic database of settlement reports and full text collective agreements in Canada. Historical and current statistics on work stoppages (strikes and lockouts) are collected and analyzed. An annual survey of labour organizations provides information on Canada's labour movement, union membership and labour affiliations. The Directorate publishes the electronic Workplace Bulletin highlighting wage adjustments in major collective agreements in Canada. Information is reported on a monthly, quarterly and annual basis for Canada as a whole,

by public and private sectors and by jurisdiction. Non-wage provisions of collective agreements are coded and analyzed to prepare detailed reports.

Workplace Policy

The Directorate provides policy advice to senior management and to the Minister of Labour through the Identification and analyses of emerging labour and workplace issues, including workplace productivity, workplace health, workforce aging, and new employment relationships. The Directorate also develops non-legislative initiatives designed to encourage employers to adopt workplace practices that support workers and improve labour productivity. It also works with employers, unions, other workplace partners and with different levels of government when developing labour policy.

Wage Earner Protection Program

The Wage Earner Protection Program Act provides the legislative basis for the Wage Earner Protection Program (WEPP) - a Program designed to restore wages and vacation pay owing to workers whose employers are declared bankrupt or are subject to receivership under the Bankruptcy and Insolvency Act, up to an amount equalling four weeks' maximum insurable earnings under the Employment Insurance Act (currently \$3,076). The legislation which establishes the Wage Earner Protection Program Act was passed and received Royal Assent on November 25, 2005. However, it requires a number of technical amendments before it can come into force in order to ensure that the Program operates efficiently. Consequently, on June 13, 2007, the Minister of Labour introduced an amending bill (Bill C-62). The amending bill passed quickly through the House and was read for the first time in the Senate on June 14th. At this time, it is not possible to indicate when the Program will begin operation, particularly because it is not known how quickly Bill C-62 will proceed through Parliament.

D. Enhanced Income Security, Access to Opportunities and Well-Being for Individuals, Families and Communities

Program Activity: Social Investment

Seniors and Pensions

This program serves as the federal focal point for policies and programs related to seniors and Canada's public pensions (Canada Pension Plan and Old Age Security). Specific program activities include seniors and pension research, policy and program development and design, legislation and litigation; stakeholder/client engagement regarding seniors issues; promoting the take-up of Canada Pension Plan and Old Age Security benefits; negotiation of international social security agreements; and socioeconomic research and analysis including evaluating the impact of administrative and legislative changes, micro-simulation modeling, and the provision of statistical support and trend analysis to the Canada Pension Plan and Old Age Security policy makers.

Old Age Security

Old Age Security Program Benefits provide basic income to Canadian citizens and residents who meet age, residence and legal status requirements. It is financed from Government of Canada general tax revenues and indexed quarterly to the Consumer Price Index. Old Age Security provides additional income-tested Benefits for low-income individuals, namely the Guaranteed Income Supplement, the Allowance and the Allowance for the Survivor. http://www.hrsdc.gc.ca/en/isp/oas/oastoc.shtml

Canada Pension Plan

The Canada Pension Plan is a joint federal-provincial plan that operates throughout Canada, except in Quebec which has its own comparable plan. The Canada Pension Plan provides for a variety of Benefits based on life changes. Best known for its retirement pensions, the plan also provides Benefits for surviving partners and children of contributors, people with disabilities and their children (a description of Canada Pension Plan - Disability is below), and a one-time maximum Benefit of \$2,500 in the event of death. http://www.hrsdc.gc.ca/en/isp/cpp/cpptoc.shtml

Seniors Secretariat

Leads the development and implementation of seniors' policy agenda reflecting the growing seniors population and implications of an aging society across the federal government. Leverages the seniors' policy agenda to influence policy development in other federal departments and agencies and other levels of government. Actively encourages and strengthens partnerships across the department to ensure coherent and consistent approaches to policy development. Leads the provision of logistical support and coordination for the ongoing operations of the National Seniors Council.

Provides the Secretary of State Responsible (Seniors) with strategic policy advice, briefings and coordination in support of her lead federal role for seniors. Leads the coordination of the Forums of F/P/T Ministers and Deputy Ministers Responsible for Seniors to articulate a more integrated approach to the development of seniors' policy and programming in Canada.

http://www.hrsdc.gc.ca/en/corporate/seniors/index.shtml

International Policy and Agreements

The Old Age Security Act and the Canada Pension Plan authorize the Minister of HRSDC to conclude International Social Security Agreements. These agreements facilitate the payment of Canadian and foreign public pensions inside and outside of Canada and ensure persons who are sent to work abroad can continue their coverage under the Canadian system. They also ensure these persons will not be required to pay into the pension systems of two countries for the same work.

http://www.hrsdc.gc.ca/en/isp/ibfa/socagree.shtml

Disability Program

The Office for Disability Issues serves as the focal point on disability issues within the Government of Canada for key national and international partners working to promote the full participation of people with disabilities in all aspects of society and community life. Office for Disability Issues ensures that the issues affecting people with disabilities are considered and reflected in federal policy and program development through collaboration with various external stakeholders, including Non-Governmental Organizations, the provinces and territories. It also provides leadership on program policy issues that focus on people with disabilities, such as the Registered Disability Savings Plan and

the Enabling Accessibility Fund and administers programs to improve accessibility and opportunities for people with disabilities such as the Social Development Partnerships Program - Disability Component.

Social Development Partnerships Program **Disability Component**

The Social Development Partnerships Program (SDPP) is a broad-based program that makes investments under several distinct funding components to support Government priorities related to children and families, people with disabilities and other vulnerable populations. These investments are made through national and community-based organizations.

One element of the SDPP is delivered through the Disability Issues sub-activity: SDPP Disability Component (SDPP/D) - Provides funding to eligible non-profit organizations working to advance the Government of Canada's disability agenda by promoting the full participation of Canadians with disabilities in learning, work, and community life. http://www.hrsdc.gc.ca/en/community_partnerships/ sdpp/call/disability_component/page00.shtml

The Canada Pension Plan - Disability

Canada Pension Plan Disability Program serves as the focal point for legislation development, policy direction, program design, research and analysis on issues related to Canada Pension Plan Disability and its clients. Provides national direction to Service Canada to ensure policies are applied consistently in accordance with the legislation and jurisprudence. Manages relationships with arms-length appeal bodies and provides medical expertise to support cases at the Pensions Appeals Board and the Federal Court. Provides policy and program direction on return to work and vocational rehabilitation supports for Canada Pension Plan Disability beneficiaries.

Appeals

This activity includes: providing policy direction related to Review Tribunal appeals; liaison with the Office of the Commissioner of Review Tribunals (OCRT) and Pension Appeals Board (PAB); reviewing OCRT decisions following CPPD client appeals; secretariat to the CPP/OAS Litigation Committee; providing

medical expertise to support the Minister's position at hearings before the Pension Appeals Board (PAB) and the Federal Court.

http://www.hrsdc.gc.ca/en/isp/cpp/review.shtml

Canada Pension Plan - Disability Benefits

Benefits are payable to contributors who meet the minimum contributory requirements and whose disability is "severe and prolonged," as defined in the legislation; that is, a mental or physical disability that prevents them from regularly working at any job at a substantially gainful level.

http://www.hrsdc.gc.ca/en/isp/cpp/disaben.shtml

Community Development and Partnerships

This program provides a focal point for research, knowledge sharing, policy analysis and development, program delivery and special initiatives in support of the enhanced well-being of communities, children and families, seniors, and vulnerable populations across Canada. The Program also supports the efforts of the community sector to innovate, strengthen networks of collaboration, promote self-sufficiency and share best practices to contribute to community well-being, working in partnership with other Federal/Provincial/ Territorial/Municipal levels of government and other stakeholders.

Social Development Partnerships Program (Communities Component)

The Social Development Partnerships Program (SDPP) is a broad-based program that makes investments under several distinct funding components to support Government priorities related to children and families, people with disabilities and other vulnerable populations. These investments are made through national and community-based organizations.

Four elements of the SDPP are delivered through Community Development and Partnerships subactivity:

• Children and Families component - Works in partnership with national and community non-profit organizations by supporting their ability to innovate through the creation of more responsive programs, services or tools to better serve the diverse needs of children and their families, particularly those living in disadvantaged circumstances

- Understanding the Early Years Provides funding to help communities across Canada to better understand the needs and improve the wellbeing of their young children and families, by providing them with information about the development of their children, community and family factors influencing child development, local resources available to support young children and their families, and helping community organizations to work together to improve conditions for healthy child development.
- Official Language Minority Communities -Makes investments in national francophone nongovernmental organizations to create products that will promote linguistically and culturally relevant early childhood development programs and services in Official Language minority communities.
- Voluntary Sector Strategy Makes investments to foster social innovation, the sharing of best practices and entrepreneurship by community non-profit organizations.

http://www.hrsdc.gc.ca/en/community_partnerships/ sdpp/index.shtml

New Horizons for Seniors

The New Horizons for Seniors Program supports local projects across Canada that encourage seniors to contribute their skills, experience and wisdom in support of social well-being in their communities, and promote the ongoing involvement of seniors in their communities to reduce their risk of social isolation. Funding of this program also strengthens networks and associations among community members, community organizations, and governments; and enhances opportunities for building community capacity and partnerships to respond to existing or emerging social challenges.

http://www.hrsdc.gc.ca/en/community_partnerships/ seniors/index.shtml

Intercountry Adoption

The Inter-country Adoptions Services works with other federal departments, foreign governments and the provinces and territories as the lead federal department in matters related to inter-country

http://www.hrsdc.gc.ca/en/community_partnerships/ international_adoption/index.shtml

Program Activity: Children and Families

Child Care

This Program provides families with resources to help balance work and family responsibilities. The Plan has two parts: direct support to families through the Universal Child Care Benefit; and transfers to provinces and territories and a new investment tax credit for businesses for the creation of child care spaces.

Universal Child Care Benefit

In July 2006 families began to receive up to \$1,200 per year for each child under six, taxable in the hands of the lower-income spouse. Payments are made directly to families to help support them in the choice of child care that best meets the needs of their family. The Universal Child Care Benefit is provided in addition to existing federal programs such as the Canada Child Tax Benefit and the National Child Benefit Supplement and does not affect the benefits families receive under these programs or the Child Care Expense Deduction.

Child Care Spaces Initiative

Recognizing the availability of child care spaces is a challenge faced by many families, beginning in 2008–2009, Budget 2007 proposes to transfer \$250M per year to provinces and territories via the Canada Social Transfer, to support them in the creation of child care spaces that are responsive to the needs of parents and administered in an efficient and accountable manner. In addition, effective March 19, 2007, a 25% non-refundable investment tax credit, to a maximum of \$10,000 per space created, is available to support businesses in the creation of licensed child care spaces in the workplace for the children of their employees and potentially, for children in the surrounding community.

Multilateral Framework for Early Learning and Childcare

Building on the September 2000 Early Childhood Development Agreement, federal/provincial/territorial Ministers Responsible for Social Services26 reached agreement in March 2003, on a framework for improving access to regulated early learning and child care programs and services. The specific objectives are to further promote early childhood development

and support the participation of parents in employment or training by improving access to affordable, quality early learning and child care programs and services.

Early Childhood Development Agreements

In September 2000, federal, provincial and territorial governments reached an agreement, the Federal/Provincial/Territorial Early Childhood Development Agreement, to improve and expand the services and programs they provide for children under 6 years of age and their families. The overall goal of the initiative is to improve and expand early childhood development supports for young children (prenatal to age 6) and their parents. The specific objectives are: to promote early childhood development so that, to their fullest potential, children will be physically and emotionally healthy, safe and secure, ready to learn, responsible and socially engaged; and to help children reach their potential and to help families support their children within strong communities.

National Child Benefit

Introduced in 1998 as a supplement to the Canada Child Tax Benefit, the National Child Benefit initiative is a key commitment in helping to ensure that children in low-income families get the best possible start in life. The National Child Benefit is a partnership among federal, provincial, and territorial governments, including a First Nations component, which provides income support, as well as Benefits and services, to low-income families with children. The National Child Benefit aims to: help prevent and reduce the depth of child poverty; promote attachment to the labour market by ensuring families are always better off as a result of working; and reduce overlap and duplication by harmonizing program objectives and Benefits and simplifying administration. Under this initiative, the Government of Canada provides income support to low-income families with children through the National Child Benefit Supplement. Human Resources and Social Development Canada is responsible for policy development and the Minister of Human Resources and Social Development represents the Government of Canada in this initiative.

Program Activity: Housing and Homelessness

Homelessness Partnering Strategy

This program was launched to find more effective and sustainable solutions to homelessness. The Strategy fosters partnerships and structures, including longerterm housing solutions, to help homeless individuals achieve greater autonomy and self-sufficiency. The federal government recognizes that housing stability is a precondition to positive socio-economic outcomes and full participation in Canadian society. The Homelessness Partnering Strategy is therefore focusing on transitional and supportive housing as important measures to move people out of homelessness. Under the Homelessness Partnering Strategy, the Federal Government provides funding to other levels of government, communities, and works with other government departments to provide concrete, meaningful and lasting results for some of Canada's most vulnerable citizens, including Aboriginal people, and individuals in major urban centres, rural communities, and the North.

The Homelessness Partnering Strategy comprises three initiatives:

Homelessness Partnership Initiative

The Homelessness Partnership Initiative is the cornerstone program that supports community-level facilities and services that help homeless people attain housing and shelter stability appropriate to their needs - whether they are the chronic multi-barriered homeless or the shorter-term situational homeless. The Homelessness Partnership Initiative builds on the foundation of an existing community-based model and is bolstered by inviting provinces and territories, and municipalities where provinces and territories concur, to enter into partnering agreements, with a view to aligning support services with housing facilities and maximizing public investments.

The Homelessness Partnership Initiative has four target area components for funding:

- Homelessness Partnership Initiative Designated Communities:
- Homelessness Partnership Initiative Outreach Communities:

- Homelessness Partnership Initiative Aboriginal Communities:
- Homelessness Partnership Initiative Federal Horizontal Pilot Projects

Homelessness Accountability Network

This Program streamlines results-reporting, strengthens program accountability, promotes national and regional partnership networks, and develops and shares knowledge and best practices. This Network builds upon two components - the Homelessness Individuals and Families Information System and National Research Program (now the Homelessness Knowledge Development Program) of the former National Homelessness Initiative by facilitating access to, and dissemination of, housing support information and tools.

The Surplus Federal Real Property for Homelessness Initiative

This Program provides surplus federal properties to communities across Canada to address their local homelessness-related needs. Government departments and agencies, which are encouraged to identify such properties, receive compensation at market value and transfer them to community organizations and other bodies for a nominal cost to help alleviate and prevent homelessness. Three federal bodies - Public Works and Government Services Canada, HRSDC and Canada Mortgage and Housing Corporation - act as partners at the national and regional levels in implementing and managing this initiative. Additional funding for construction and renovation costs may also be available through related federal programs such as those under the Homelessness Partnership Initiative and Canada Mortgage and Housing Corporation programs. Under the new Homelessness Partnering Strategy, the Surplus Federal Real Property for Homelessness Initiative is more flexible to allow land exchanges. Under certain conditions, community groups can exchange a federal property received through the program for another similar, and more suitable, property.

Office of the Auditor General (OAG) Report

Federal Loans and Grants for Post-Secondary Education - May 2007

ne Auditor General found that the Canada Student Loans Program (CSLP) is generally wellmanaged and the recommendations for improvement, primarily relate to areas of monitoring and reporting. The report states that both the CSLP and Canadian Millennium Scholarship Foundation (CMSF) are taking the necessary steps to make prospective postsecondary students and their families aware of the

financial assistance available to them. The report indicates that good relationships exist between the two programs, particularly in the area of research but consultations should be further documented and used for future decision making. The Department has committed to improving monitoring and reporting, including developing a Performance Measurement Strategy in 2008 completing a summative evaluation of the CLSP using a five-year phased in approach and tabling the CSLP Annual Report in a more timely

Website References

HRSDC Website

http://www.hrsdc.gc.ca/en/home.shtml

The Honourable Monte Solberg P.C., M.P.

Minister of Human Resources and Social Development Canada

http://pm.gc.ca/eng/bio.asp?id=18

The Honourable Jean-Pierre Blackburn

Minister of Labour and Housing http://pm.gc.ca/eng/bio.asp?id=50

Acts and Regulations Governing HRSDC and SC

http://www.hrsdc.gc.ca/en/cs/fas/as/contact/ acts.shtml

HRSDC Internal Audit

http://www.hrsdc.ac.ca/en/cs/sp/sdc/audit/ page00.shtml

http://www.hrsdc.gc.ca/en/cs/fas/iarms/ toc.shtml

HRSDC Evaluation

http://www.hrdc-drhc.gc.ca/en/publications_ resources/evaluation/index.shtml

http://www.hrsdc.gc.ca/en/cs/sp/sdc/evaluation/ page00.shtml

HRSDC Overview

List of HRSDC Programs and Services

http://www.hrsdc.gc.ca/en/gateways/nav/ top_nav/ps.shtml

Enhanced Canadian productivity and participation through efficient and inclusive labour markets. competitive workplaces and access to learning

Labour Market

Employment Insurance Benefits

http://www1.servicecanada.gc.ca/en/ei/menu/ eihome.shtml

Employment Benefits and Support Measures

http://www.tbs-sct.gc.ca/rma/eppi-ibdrp/ hrdb-rhbd/lmda-edmt/description e.asp

Labour Market Development Agreements

http://www.tbs-sct.ac.ca/rma/eppi-ibdrp/ hrdb-rhbd/lmda-edmt/description e.asp

Aboriginal Human Resources Development Strategy

http://srv119.services.gc.ca/AHRDSInternet/ general/public/HomePage1 e.asp

Aboriginal Skills and Employment Partnerships

http://srv119.services.gc.ca/AHRDSInternet/ general/public/asep/asep_e.asp

Youth Employment Strategy

http://www.youth.gc.ca

Enabling fund for Official Language Minority Communities

http://www1.servicecanada.gc.ca/en/epb/olscc/ fund.shtml

Work Sharing

http://www.hrsdc.gc.ca/en/epb/sid/cia/grants/ ws/desc ws.shtml

Workplace Skills

Literacy and Essential Skills

http://www.hrsdc.gc.ca/en/hip/hrp/ essential skills/essential skills index.shtml

Adult Learning, Literacy and Essential Skills Program

http://www.hrsdc.gc.ca/en/gateways/topics/ Ixa-gxr.shtml

National Occupational Classification

http://www.hrsdc.gc.ca/en/hip/hrp/noc/ noc_index.shtml

Trades and Apprenticeship

http://www.hrsdc.gc.ca/en/workplaceskills/ trades_apprenticeship/index.shtml

Inter-provincial Labour Mobility

http://www.hrsdc.gc.ca/en/workplaceskills/ labour_mobility/index.shtml

Temporary Foreign Worker Program

http://www.hrsdc.gc.ca/en/workplaceskills/ foreign_workers/index.shtml

Inter-provincial Standards Red Seal Program

http://www.red-seal.ca/Site/about/redseal_e.htm

Workplace Skills Strategy

http://www.hrsdc.gc.ca/en/ws/index.shtml

Workplace Skills Initiative

http://www.hrsdc.gc.ca/en/ws/initiatives/ wsi/index.shtml

Foreign Credential Recognition

http://www.hrsdc.gc.ca/asp/gateway.asp?hr=en/ ws/programs/fcr/index.shtml&hs=hzp

Sector Council Program

http://www.hrsdc.gc.ca/en/gateways/nav/ top_nav/program/spi.shtml

Labour Market Information

http://www.hrsdc.gc.ca/en/gateways/nav/ top_nav/program/lmi.shtml

Learning

Student Financial Assistance (Canada Student Loans Program)

http://www.hrsdc.gc.ca/en/gateways/topics/ exp-gxr.shtml and

http://www.canlearn.ca

Canada Education Savings Program (CESP)

http://www.canlearn.ca/en/save/save.shtml

Canada Learning Bond (CLB)

http://www.hrsdc.gc.ca/en/learning/ education_savings/public/clb.shtml

Canada Education Savings Grant (CESG)

http://www.hrsdc.gc.ca/en/learning/ education_savings/public/cesg.shtml

International Academic Mobility

http://www.hrsdc.gc.ca/en/gateways/nav/ top nav/program/iam.shtml

Safe, healthy, fair, stable, cooperative and productive workplaces and effective international labour standards

Labour

Federal Mediation and Conciliation Service

http://www.hrsdc.gc.ca/asp/gateway.asp?hr=/ en/lp/fmcs/02About.shtml&hs=mxm

Labour Program

http://www.hrsdc.gc.ca/en/gateways/nav/ top_nav/program/labour.shtml

International Labour Affairs

http://www.hrsdc.gc.ca/en/lp/ila/index.shtml

Work-life Balance and Aging Workforce

http://www.hrsdc.gc.ca/en/gateways/topics/ wnc-gxr.shtml

Collective Bargaining

http://www.hrsdc.gc.ca/en/gateways/business/ cluster/category/cb.shtml

Federal Workers' Compensation Service

http://www.hrsdc.gc.ca/en/gateways/topics/ fxf-gxr.shtml

Labour Standards

http://www.hrsdc.gc.ca/asp/gateway.asp?hr=en/ lp/lo/lswe/ls/about.shtml&hs=lxn

Workplace Equity

http://www.hrsdc.gc.ca/asp/gateway.asp?hr=en/ lp/lo/lswe/we/information/overview.shtml&hs=wzp

Occupational Health and Safety

http://www.hrsdc.gc.ca/asp/gateway.asp?hr=en/ lp/lo/ohs/overview/index-ohs.shtml&hs=oxs

Fire Protection Services

http://www.hrsdc.gc.ca/asp/gateway.asp?hr=en/ lp/lo/fp/overview/services.shtml&hs=fzp

Labour Law Analysis

http://www.hrsdc.gc.ca/en/gateways/topics/ Izl-qxr.shtml

Enhanced income security, access to opportunities and well-being for individuals, families and communities

Social Investment

Seniors & Pensions

Income Security Programs

http://www.hrsdc.gc.ca/en/oas-cpp/index.shtml

Old Age Security Program (OAS)

http://www.hrsdc.gc.ca/en/isp/oas/oastoc.shtml

The Canada Pension Plan (CPP)

http://www.hrsdc.gc.ca/en/isp/cpp/cpptoc.shtml

Seniors

http://www.hrsdc.gc.ca/en/corporate/seniors/ index.shtml

Disability Programs

Office for Disability issues

http://www.hrsdc.gc.ca/en/disability issues/ index.shtml

Persons with Disabilities

http://www.hrsdc.gc.ca/en/gateways/individuals/ audiences/pd.shtml

The Social Development Partnership Program (SDPP) - Disability Component

http://www.hrsdc.gc.ca/en/community partnerships/sdpp/call/disability_component/ page00.shtml

The Canada Pension Plan - Disability

Appeals

http://www.hrsdc.gc.ca/en/isp/cpp/review.shtml

Canada Pension Plan - Disability Benefits

http://www.hrsdc.gc.ca/en/isp/cpp/disaben.shtml

Communities

Social Development Partnerships Program -**Communities Component**

http://www.hrsdc.gc.ca/en/community_ partnerships/sdpp/index.shtml

The Understanding the Early Years

http://www.hrsdc.gc.ca/en/hip/sd/ 300 UEYInfo.shtml

Supporting Voluntary Sector

http://www.hrsdc.gc.ca/en/hip/sd/06 vsi.shtml

New Horizons for Seniors Program (NHSP)

http://www.hrsdc.gc.ca/en/community_ partnerships/seniors/index.shtml

Intercountry Adoption Services

http://www.hrsdc.gc.ca/en/community partnerships/international adoption/index.shtml

Children and Families

Canada's Universal Child Care Plan

http://www.universalchildcare.ca

Federal/Provincial/Territorial Early Childhood **Development Agreement**

http://www.ecd-elcc.ca

Multilateral Framework on Early Learning and Child Care

http://www.ecd-elcc.ca

The National Child Benefit

http://www.nationalchildbenefit.ca

Housing and Homelessness

The Homelessness Partnering Strategy

http://www.homelessness.gc.ca

Achieve better outcomes for Canadians through service excellence

Service Canada

http://www.servicecanada.gc.ca/en/home.html

Questions and **Public Enquiries**

If you have questions about departmental programs and services, you may contact your nearest Service Canada office listed in the Government of Canada pages of the telephone book or through the HRSDC website at

http://www.hrsdc.gc.ca/en/gateways/nav/top_nav/ our_offices.shtml.

To obtain HRSDC publications, please contact the Public Enquiries Centre at

http://www.hrsdc.gc.ca/en/cs/comm/hrsd/ publications/order.shtml

Index



Aboriginal Human Resources Development Strategy 27, 28, 66, 112, 120, 153

Aboriginal Labour Affairs 159

Aboriginal People 21, 26, 31, 32, 33, 35, 42, 58, 59, 61, 62, 64, 67, 73, 77, 93, 153, 158, 159, 164

Aboriginal Skills and Employment Partnerships 66, 112, 119, 153, 166

Adult Learning, Literacy and Essential Skills Program 21, 112, 114, 156

Allowance Payments 20, 22, 25, 112



Bankruptcy and Insolvency Act 74, 160

Budget 3, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 34, 35, 36, 38, 62, 63, 81, 82, 119, 121, 140, 147, 148, 149, 163



Canada Access Grants **62, 112, 145, 156**

Canada Education Savings Grant 7, 19, 20, 22, 27, 28, 46, 62, 66, 112, 114, 157, 167

Canada Education Savings Program 16, 64, 66, 67, 69, 112, 157, 167

Canada Labour Code 18, 47, 75, 76, 122, 157, 158, 159

Canada Learning Bond 19, 20, 22, 25, 27, 28, 46, 62, 66, 112, 114, 157, 167

Canada Millennium Scholarship Foundation 35, 62, 63, 116

Canada Pension Plan 4, 14, 18, 19, 25, 27, 28, 29, 34, 36, 37, 54, 81, 84, 86, 87, 89, 92, 93, 95, 96, 97, 99, 100, 121, 122, 123, 131, 132, 133, 134, 135, 136, 137, 160, 161, 162, 168

Canada Pension Plan Disability 81, 84, 86, 161

Canada Student Loans Program 22, 23, 27, 28, 35, 46, 62, 63, 64, 66, 67, 112, 114, 118, 119, 144, 147, 148, 149, 165

Canada Study Grants 20, 23, 25, 112, 145, 156

Canadian Council on Learning 116

Children and Families 3, 14, 16, 24, 30, 44, 47, 53, 80, 81, 85, 86, 87, 88, 89, 112, 115, 118, 161, 162, 168

Civil Service Insurance Fund 4, 19, 27, 123, 139

Communities 14, 15, 16, 22, 25, 27, 30, 35, 36, 37, 44, 47, 66, 79, 80, 81, 82, 83, 84, 86, 87, 88, 93, 94, 96, 100, 106, 107, 109, 110, 112, 113, 141, 152, 154, 159, 160, 162, 163, 164, 166, 168, 167

Compassionate Care 123, 126, 127

Conditional Grants 3, 116

Contextual Indicators 44



Debt Management Measures 23, 62, 67, 156 Debt Reduction 22, 27, 146, 147, 148, 149, 156, 157



Early Childhood Development Agreement 16, 82, 85, 89, 118, 163, 168

Employment Benefits and Support Measures 29, 62, 66, 68, 124, 127, 128, 130, 140, 142, 143, 153, 166

Employment Equity Act 18, 40, 73, 74, 158, 159

Employment Insurance Account 4, 25, 27, 28, 54, 67, 77, 100, 123, 124, 128, 129, 130

Employment Insurance Benefits 19, 123, 125, 166

Employment Insurance Part I 4, 18, 28, 29, 68, 140

Employment Insurance Part II 4, 18, 29, 68, 140

Essential Skills 16, 21, 32, 35, 64, 66, 67, 69, 112, 114, 156, 166, 167

Expected Results 66, 76, 86, 99, 108, 109, 110, 111, 143

Expenditure Profile 3, 18

Expenditure Review 21



Fact Sheets 48, 96, 99

Fair Wages and Hours of Labour Act 158

Federal Contractors Program for Employment Equity 73, 158, 159

Federal Mediation and Conciliation Service **16, 76, 78, 157, 167**

Fire Protection Services 158, 167

Foreign Credential Recognition 46, 66, 67, 112, 156, 167

Foreign Workers and Immigrants 66, 69, 155

Foundations **3, 87, 116**



Government Annuities Account 4, 19, 27, 28, 123, 138

Government Employees' Compensation Act 74, 75, 158, 159

Grants and Contributions 18, 19, 20, 29, 38, 39, 42, 88, 100, 109, 119, 121, 156

Guaranteed Income Supplement 19, 20, 22, 26, 27, 28, 36, 84, 112, 160



Health and Safety 37, 72, 73, 74, 76, 77, 114, 122, 158, 167, 168

Horizontal Initiatives 3, 118, 119

Homelessness Accountability Network 86, 164

Homelessness Partnership Initiative 14, 47, 86, 87, 164

Homelessness Partnering Strategy 7, 16, 24, 26, 27, 30, 36, 47, 83, 85, 86, 87, 89, 106, 112, 115, 118, 164, 168

Housing and Homelessness 3, 16, 24, 30, 44, 47, 80, 85, 86, 87, 88, 89, 106, 112, 115, 118, 168

Human Resource Management 40, 43



Income Support 14, 35, 61, 64, 67, 81, 82, 123, 143, 152, 163

Interest Relief 146, 156, 157

International Academic Mobility 16, 46, 62, 65, 66, 67, 69, 157, 167

International and Intergovernmental Labour Affairs 16, 76, 78, 159

International Labour Organization 8, 72, 74, 75, 159



Labour 3, 7, 8, 10, 14, 15, 16, 17, 18, 20, 21, 24, 26, 30, 31, 32, 33, 34, 35, 37, 39, 40, 42, 44, 46, 47, 48, 49, 52, 53, 57, 58, 59, 60, 61, 62, 64, 66, 67, 68, 69, 71, 72, 73, 74, 75, 76, 77, 78, 80, 81, 82, 86, 93, 94, 98, 106, 107, 108, 110, 112, 113, 114, 118, 122, 124, 125, 127, 128, 130, 140, 141, 143, 152, 153, 154, 155, 156, 157, 158, 159, 160, 163, 166, 167, 167, 168

Labour Cooperation Agreements **8, 35, 42, 74, 75, 159**

Labour Force 18, 31, 32, 33, 35, 48, 58, 59, 60, 61, 72, 82, 110, 125, 141

Labour Market Adjustment 34, 66, 113, 154

Labour Market Development Agreement 61, 64, 66, 94, 98, 113, 124, 127, 130, 140, 143, 153, 166

Labour Market Information 16, 34, 53, 58, 61, 62, 64, 66, 67, 69, 114, 156, 167

Labour Mobility 61, 64, 66, 155, 156, 166

Labour Standards 8, 14, 15, 16, 30, 33, 35, 37, 44, 47, 74, 75, 76, 77, 106, 157, 158, 159, 167, 167

Learning 3, 7, 14, 15, 16, 17, 19, 20, 21, 22, 24, 25, 27, 28, 30, 40, 41, 43, 44, 46, 52, 57, 58, 59, 62, 63, 64, 65, 66, 67, 68, 69, 82, 85, 87, 89, 106, 107, 112, 114, 116, 118, 122, 152, 154, 155, 156, 157, 161, 163, 166, 167, 168, 167, 168

Lifelong Learning 58, 62, 63, 66, 67

Literacy 16, 21, 32, 33, 35, 59, 64, 66, 69, 112, 114, 120, 156, 166, 167, 168



Management Practices 37, 93, 94

Mandate 3, 18, 34, 35, 40, 58, 63, 72, 77, 92, 93, 158, 159

Merchant Seamen Compensation Act 158, 159

Multilateral Framework for Early Learning and Child Care 89



National Child Benefit 16, 80, 82, 85, 86, 87, 89, 115, 118, 157, 163, 168

National Homelessness Initiative 24, 164

National Labour Operations 16, 76, 78, 158

National Occupational Classification 66, 67, 156, 166

New Horizons for Seniors 24, 42, 47, 82, 84, 86, 112, 115, 162, 168

Non-smokers' Health Act 158



Occupational Health and Safety 37, 72, 73, 74, 76, 77, 114, 122, 158, 167

Official Language Minority Communities 14, 22, 27, 66, 93, 112, 113, 154, 162

Official Languages 22, 33, 41, 49, 96, 99, 118

Old Age Security 14, 18, 19, 22, 25, 26, 27, 28, 34, 36, 37, 48, 81, 84, 86, 87, 92, 93, 95, 96, 97, 99, 112, 120, 121, 122, 160, 161, 168

Older Workers (Targeted Initiative for Older Workers) 25, 27, 31, 35, 58, 59, 61, 64, 66, 112, 113, 154

Opportunities Fund for Persons with Disabilities 14, 48, 62, 66, 112, 115, 154

Organizational Information 17



Performance Measurement Framework 3, 14, 34, 39, 44, 45

Persons with Disabilities 7, 14, 36, 41, 48, 53, 61, 62, 64, 66, 73, 77, 86, 112, 115, 131, 153, 154, 158, 168, 168

Plans 1, 7, 8, 9, 10, 11, 14, 16, 18, 20, 22, 23, 24, 26, 27, 28, 30, 32, 34, 35, 36, 37, 38, 40, 41, 42, 44, 46, 48, 52, 53, 54, 58, 60, 62, 63, 64, 65, 66, 67, 68, 72, 74, 75, 76, 78, 80, 82, 84, 85, 86, 88, 92, 94, 96, 97, 98, 99, 100, 102, 106, 108, 110, 112, 114, 116, 118, 120, 122, 124, 126, 128, 130, 132, 134, 136, 138, 140, 142, 144, 146, 148, 152, 154, 156, 158, 160, 162, 164, 166, 168, 168, 169

Plans and Priorities 1, 7, 8, 9, 10, 11, 14, 16, 18, 20, 22, 24, 26, 28, 30, 32, 34, 36, 37, 38, 40, 42, 44, 46, 48, 52, 54, 58, 60, 62, 63, 64, 68, 72, 74, 76, 78, 80, 82, 84, 86, 88, 92, 94, 96, 98, 100, 102, 106, 108, 110, 112, 114, 116, 118, 120, 122, 124, 126, 128, 130, 132, 134, 136, 138, 140, 142, 144, 146, 148, 152, 154, 156, 158, 160, 162, 164, 166, 168, 168

Post-Secondary Education 14, 20, 23, 34, 35, 53, 58, 60, 63, 65, 66, 67, 145, 156, 157

Priorities 1, 3, 7, 8, 9, 10, 11, 14, 16, 18, 20, 22, 24, 26, 28, 30, 31, 32, 34, 36, 37, 38, 39, 40, 42, 43, 44, 46, 48, 52, 53, 54, 58, 60, 61, 62, 63, 64, 68, 72, 74, 76, 78, 80, 82, 84, 86, 87, 88, 92, 93, 94, 96, 98, 99, 100, 102, 106, 107, 108, 110, 112, 114, 116, 118, 120, 122, 124, 126, 128, 130, 132, 134, 136, 138, 140, 142, 144, 146, 148, 152, 153, 154, 156, 158, 159, 160, 161, 162, 164, 166, 168, 168, 169

Program Activities 9, 14, 16, 25, 30, 44, 51, 53, 54, 55, 58, 59, 61, 62, 63, 65, 66, 67, 69, 73, 75, 76, 77, 78, 80, 81, 83, 85, 86, 87, 89, 93, 94, 97, 99, 100, 101, 102, 106, 113, 119, 152, 154, 156, 157, 159, 160, 163

Program Indicators 44, 45, 46



Red Seal Program 66, 155, 167

Registered Education Savings Plans 20, 35, 62, 67

Regulatory Initiatives 168

Resource Management 40, 43, 168

Risk 8, 14, 25, 33, 34, 37, 38, 40, 42, 47, 58, 61, 62, 67, 75, 81, 85, 86, 87, 94, 97, 99, 100, 102, 109, 110, 119, 120, 126, 144, 145, , 145, 146, 149, 152, 153, 158, 162, 167



Sector Councils 46, 61, 66, 110, 155

Service Canada 3, 7, 8, 11, 14, 16, 17, 18, 21, 25, 26, 30, 34, 36, 37, 39, 40, 44, 45, 48, 62, 75, 92, 93, 94, 95, 96, 97, 98, 99, 101, 106, 109, 110, 111, 115, 117, 120, 121, 152, 153, 156, 161, 168

Service Delivery 7, 14, 18, 31, 33, 34, 36, 37, 40, 42, 44, 92, 93, 94, 96, 97, 102, 109, 115, 116, 140, 169

Service Indicators 45, 48, 95, 96, 99

Social Development Partnerships Program **14, 84, 86, 115, 161, 162, 168**

Social Insurance Number 92, 94, 97, 100, 116, 133

Social Investment 3, 24, 30, 44, 47, 80, 81, 84, 86, 87, 88, 89, 112, 114, 160, 168

Specified Purpose Accounts 4, 14, 19, 25, 27, 123

Stakeholders 16, 34, 35, 39, 45, 52, 53, 54, 58, 61, 63, 64, 66, 67, 72, 74, 75, 77, 81, 82, 152, 155, 158, 159, 161

Strategic Outcomes 9, 15, 44, 45

Student Financial Assistance 7, 16, 18, 19, 20, 22, 23, 25, 27, 28, 64, 66, 69, 120, 122, 144, 145, 146, 147, 156, 167

Students 20, 23, 24, 35, 42, 46, 62, 63, 64, 66, 67, 93, 96, 144, 145, 146, 147, 148, 149, 155, 156, 157, 165, 167

Surplus Federal Real Property for Homelessness Initiative **86, 87, 164**

Sustainable Development Strategy **3, 107, 108, 109, 110, 111**



Trades and Apprenticeship 27, 35, 64, 66, 120, 155, 166

Transfer Payments 18, 19, 147, 148



Understanding the Early Years **27, 83, 115, 162, 168**Universal Child Care Benefit **7, 14, 18, 19, 20, 22,**

26, 27, 28, 36, 47, 82, 85, 86, 112, 115, 163



Wage Earner Protection Program Act 160

Workers Compensation 19, 23, 27, 28, 29, 73, 75, 114, 159, 167, 167

Workplace Information 47, 76, 77, 159, 168

Workplace Skills 3, 21, 24, 26, 27, 28, 30, 35, 44, 46, 58, 59, 61, 62, 64, 66, 67, 68, 69, 112, 114, 118, 153, 154, 155, 166, 167



Youth 25, 33, 48, 58, 59, 61, 62, 64, 66, 67, 83, 93, 112, 113, 118, 119, 153, 154, 166

Youth Employment Strategy 25, 66, 112, 113, 118, 119, 154, 166









'441 '141 '041 '691 '891 '491 '991 '591 '491 145, 146, 147, 148, 158, 159, 160, 161, 162, 128, 129, 130, 131, 132, 133, 136, 136, 139, 112, 114, 116, 117, 118, 119, 122, 123, 127, ,111, 011, 801, 301, 101, 103, 101, 101, 99, 99 ,76, 79, 79, 80, 81, 82, 84, 85, 86, 87, 90, 96, 96, 77 61, 62, 63, 64, 65, 66, 68, 70, 71, 72, 73, 75, 76, 40' 41' 45' 44' 42' 46' 41' 46' 21' 25' 24' 26' 21' 26, 27, 28, 29, 30, 31, 32, 34, 35, 36, 37, 38, 39, Travail 7, 8, 10, 12, 16, 17, 18, 19, 20, 22, 23, 24,

091,711,811,07 Travailleurs âgés 12, 28, 31, 35, 40, 62, 63, 65, 68,

Travailleurs étrangers et immigrants 70, 73

941, 461, 168, 169, 176 126, 127, 128, 136, 137, 138, 139, 140, 141, 93, 96, 98, 100, 101, 102, 103, 104, 105, 108, 31, 32, 33, 39, 41, 42, 58, 84, 85, 88, 90, 91, 92, Régime de pensions du Canada 16, 20, 21, 22, 28,

Résultats stratégiques 9, 17, 49, 50

391, 681, 881, 881 107, 114, 124, 125, 149, 150, 151, 152, 153, ,801, 101, 201, 88, 19, 90, 91, 98, 102, 104, 106, Risque 8, 16, 28, 38, 42, 43, 45, 47, 52, 62, 65,

Résultats attendus 70, 80, 90, 104, 112, 113, 114

S

Sceau rouge 25, 29, 51, 70, 161, 162 Santé et sécurité au travail 118, 127, 164, 165 Santé et sécurité 118, 127, 164, 165

891,791 98, 100, 101, 102, 103, 104, 108, 116, 125, 126, 30, 31, 32, 39, 41, 42, 54, 85, 88, 90, 91, 92, 96, Sécurité de la vieillesse 16, 19, 20, 22, 23, 25, 28,

971, 463, 162, 163, 169, 176 108, 110, 113, 114, 115, 119, 120, 122, 125, 28' 28' 34' 36' 40' 41' 45' 44' 42' 46' 20' 23' 66' Service Canada 7, 8, 11, 17, 18, 19, 20, 21, 24,

80,82 Service fédéral de médiation et de conciliation 19, Services de protection contre les incendies 165

autochtones 12, 70, 116, 125, 126, 159 Stratégie de développement des ressources humaines Soutien du revenu 16, 40, 71, 85, 86, 148

113, 114 Stratégie de développement durable 111, 112,

124, 160 Stratégie emploi jeunesse 28, 70, 116, 118, 123,

171, 621, 611, 611, 011, 66, 16, 09, 68, 78, 65 l'itinérance 7, 16, 18, 24, 27, 29, 31, 34, 41, Stratégie/Initiative des partenariats de lutte contre

26, 28, 30, 31, 32, 51, 67, 70, 116, 118, 163 Subvention canadienne pour l'épargne-études 7, 23, 172, 176

Subventions canadiennes pour etudes 23, 26, 30,

67, 116, 150, 153, 154, 163

31, 32, 33, 43, 44, 59, 72, 82, 92, 105, 108, 124 Subventions et contributions 20, 21, 22, 23, 24, 29,

> 134, 136, 138, 140, 142, 144, 146, 148, 150, 152, 114, 116, 118, 120, 122, 124, 126, 128, 130, 132, 100, 101, 102, 103, 104, 105, 106, 108, 110, 112, 52, 54, 56, 57, 58, 62, 64, 66, 67, 68, 69, 70, 72, 30' 35' 34' 36' 38' 40' 45' 43' 44' 42' 46' 48' 20' Plans 7, 8, 9, 10, 11, 12, 13, 16, 18, 20, 22, 24, 26,

172, 174 154, 158, 160, 162, 164, 165, 166, 168, 170,

Plans et priorités 8, 10

Profil des dépenses 20

Pratiques de gestion 42, 97

119, 120 47, 50, 96, 97, 98, 99, 101, 102, 103, 113, 114, Prestation de services 17, 35, 38, 39, 41, 42, 46,

171,071,631,621,911,69 Prestation nationale pour enfants 84, 86, 89, 90, 91,

20, 23, 26, 30, 31, 32, 40, 53, 86, 89, 90, 92, Prestation universelle pour la garde d'enfants 7, 16,

071, 911, 170

104, 108, 130, 146 Prestations d'assurance-emploi 22, 42, 53, 96, 100,

70, 72, 129, 130, 133, 145, 148, 159 Prestations d'emploi et mesures de soutien 33, 66,

146, 147, 148, 150, 152, 154, 158, 159, 160, 128, 130, 132, 134, 136, 138, 140, 142, 144, 112, 114, 116, 118, 120, 122, 124, 126, 127, ,26, 72, 76, 78, 80, 82, 84, 86, 88, 90, 91, 92, 46, 47, 48, 50, 52, 54, 56, 57, 58, 62, 64, 65, 66, 26, 30, 32, 34, 35, 36, 38, 39, 40, 42, 43, 44, 45, Priorités 7, 8, 9, 10, 11, 12, 13, 16, 18, 20, 22, 24,

30, 31, 32, 40, 51, 67, 69, 70, 71, 116, 118, 123, Programme canadien de prêts aux étudiants 12, 26,

462, 164, 166, 168, 169, 170, 172, 174

149, 150, 153, 154, 155, 155

491, 531, 116, 163, 164 Programme canadien pour l'épargne-études 18, 69,

social 88, 90, 116, 168, 169 Programme de partenariats pour le développement

Protection des renseignements personnels 42

étrangers 70, 116 Reconnaissance des titres de compétence

122, 163 Reduction de la dette 26, 30, 151, 152, 153, 154,

164, 166 Loi sur l'indemnisation des agents de l'Etat 79,

Loi sur la faillite et l'insolvabilité 78, 167 Loi sur l'indemnisation des marins marchands 166, 166

Loi sur la santé des non-fumeurs 164

Loi sur les justes salaires et les heures de travail

Loi sur le Programme de protection des salariés 167

38, 48, 96, 97, 102, 111, 311, 411, 419, 164, 188, 78 Mandat 20, 38, 40, 44, 45, 62, 67, 69, 76, 79, 81,

71, 73, 164 Mobilité académique internationale 18, 67, 69, 70, Métiers et apprentissage 125, 161 Mesures de gestion de la dette 26, 71, 163

Mobilité de la main-d'œuvre 65, 68, 162

165, 175 Normes du travail 40, 52, 78, 79, 80, 164,

071, 611, 611, 09, 88, 68, 52, 74 Nouveaux horizons pour les ainés 16, 25, 27, 41,

Numéro d'assurance sociale 96, 102, 105

Opérations nationales du travail 80, 82

Organisation internationale du travail 8, 76, 78, 79

116, 153 Paiements de transfert 20, 22, 33, 72, 82, 92, 108, 25, 28, 108 Paiements d'allocation

Autochtones 24, 27 Partenariats pour les compétences et l'emploi des

941 '691 '891 '991 191 '091 '691 '981 '611 '911 '26 '16 '06 '88 52, 54, 57, 62, 63, 65, 66, 68, 70, 77, 81, 85, 87, Personnes handicapées 7, 16, 35, 36, 41, 46, 47,

Fondations 91

millénaire 12, 40, 66, 67, 121, 173 Fondation canadienne des bourses d'études du

Fonds d'assurance de la fonction publique 22, 128, 144

Gestion des ressources humaines 27, 43, 45, 46 Gestion des ressources 27, 43, 45, 46

30, 31, 32, 77, 79, 118, 166, 175 Indemnisation des accidentés du travail 22, 26, 28,

Indicateurs de service 50, 53, 100, 101

68, 70, 71, 73, 118, 162, 166 Information sur le marché du travail 16, 57, 62, 66,

172, 176 ,171, 621, 991, 931, 101, 116, 119, 123, 171, l'itinérance 7, 16, 18, 24, 27, 29, 31, 34, 41, Initiative/Stratégie des partenariats de lutte contre

Initiative nationale pour les sans-abri 27

des sans-abri 91 excédentaires fédéraux à la disposition Initiative visant à mettre des biens immobiliers

Initiatives horizontales 123

92, 93, 110, 116, 119, 167 Investissement social 27, 34, 49, 52, 84, 88, 90, 91,

471, 151, 160, 1691, 170, 171, 171 ,521, 811, 611, 79, 93, 97, 116, 118, 123, Jeunes 18, 28, 35, 36, 54, 62, 63, 65, 66, 68, 70,

Langues officielles 25, 37, 38, 46, 48, 54, 101, 104

129, 132, 134, 135, 145, 146, 158, 159, 167 Loi sur l'assurance-emploi 20, 21, 39, 65, 71, 128,

Loi sur l'équité en matière d'emploi 20, 45, 77, 79,

164, 165

xəpul

Classification nationale des professions 70, 71, 162 Code canadien du travail 20, 52, 79, 80, 127, A

164, 165 Collectivités 7, 17, 18, 34, 39, 41, 42, 49, 52, 53, 83, 84, 85, 87, 88, 90, 91, 92, 97, 99, 101, 105, 105, 110, 111, 113, 114, 146, 158, 160, 166, 167,

Communautés minoritaires de langue officielle 16, 25,

811, 311, 70, 97, 116, 118

169, 170, 171, 172, 176

Compassion 129, 131

Compétences en milieu de travail 8, 24, 27, 29, 31, 32, 34, 51, 62, 63, 65, 66, 68, 70, 71, 72, 73, 110, 116, 118, 123, 161, 174

Compétences essentielles 18, 25, 36, 39, 68, 70, 71, 73, 87, 116, 118, 163; 174

Comprendre la petite enfance 28, 87, 119, 169 Compte d'assurance-emploi 7, 12, 22, 30, 31, 32,

Compte des rentes sur l'Etat 22, 31, 32, 33, 72, 128, 143, 159

Comptes à fins déterminées 16, 22, 28, 31, 128 Conseils sectoriels 27, 51, 65, 70, 114, 116, 161, 162

E

Enfants et familles 18, 27, 34, 49, 53, 84, 85, 89, 90, 91, 92, 93, 110, 116, 119, 123, 169

57,31 Sehronationales **16,76**

93, 123 Entente sur le développement de la petite enfance

Ententes sur le développement du marché du travail 65, 68, 99, 103, 108, 129, 132, 135, 145, 146, 159

Études postsecondaires 16, 23, 36, 40, 57, 62, 64, 66, 66, 67, 69, 70, 71, 78, 150, 163

Étudiants 7, 12, 18, 20, 22, 23, 26, 27, 28, 29, 30, 31, 32, 33, 40, 41, 47, 51, 52, 66, 67, 69, 70, 71, 72, 72, 73, 78, 98, 101, 116, 118, 123, 124, 125, 125, 127, 149, 150, 151, 152, 153, 154, 155, 162, 163, 164, 173, 175

Examen des dépenses 24

Accords de coopération dans le domaine du travail 8, 78

Activités de programmes 9, 18, 27

Adaptation au marché du travail 160

Aide financière aux étudiants 7, 20, 23, 26, 27, 28, 30, 31, 32, 33, 40, 47, 67, 69, 70, 72, 73, 125, 30, 31, 52, 163

Apprentiseage 7, 16, 17, 18, 19, 25, 27, 29, 31, 34, 39, 45, 46, 48, 49, 51, 56, 61, 62, 63, 66, 66, 67, 68, 69, 70, 70, 71, 72, 73, 86, 89, 91, 93, 110, 111, 116, 121, 123, 125, 127, 158, 161, 162, 163, 168, 170, 171, 171, 175

Apprentissage continu 62, 66, 69, 70, 71

1

Bon d'études canadien 22, 26, 28, 30, 31, 32, 51, 67, 70, 116, 118, 163, 175

(3)

Cadre de mesure du rendement 16, 44, 49

Cadre multilatéral pour l'apprentissage et la garde des jeunes enfants 18, 91, 93

oilduq ub Questions et renseignements

de RHDSC à l'adresse de youvernement du Canada ou sur le site Web dont le numéro apparaît dans l'annuaire téléphonique avec votre bureau de Service Canada le plus près des services ministériels, vous pouvez communiquer Si vous avez des questions sur des programmes et

nos_bureaux.shtml. http://www.rhdsc.gc.ca/fr/passerelles/nav/nav_haut/

commander.shtml http://www.rhdsc.gc.ca/fr/sm/comm/rhdc/publications/ communiquez avec le Centre de renseignements à Pour obtenir des publications de RHDSC,

Collectivités

volet collectivités pour le développement social (PPDS) -Programme de partenariats

communautaires/ppds/index.shtml http://www.rhdsc.gc.ca/fr/partenariats_

Comprendre la petite enfance

http://www.rhdsc.gc.ca/fr/pip/ds/300_CPEInfo.shtml

http://www.rhdsc.gc.ca/fr/pip/ds/06_isb.shtml Soutien au secteur bénévole et communautaire

communautaires/aines/index.shtml http://www.rhdsc.gc.ca/fr/partenariats_ Programme Mouveaux horizons pour les aînés

Services à l'adoption internationale

Imtha.xabni communautaires/adoption_internationale/ http://www.rhdsc.gc.ca/fr/partenariats_

Enfants et familles

du Canada Plan universel pour la garde des enfants

http://www.gardedenfants.ca

sur le développement de la petite enfance Accord fédéral-provincial-territorial

http://www.ecd-elcc.ca

et la garde des jeunes enfants Cadre multilatéral pour l'apprentissage

http://www.ecd-elcc.ca

http://www.prestationnationalepourenfants.ca

Prestation nationale pour enfants

Stratégie des partenariats de lutte Logement et itinérance

contre l'itinérance

http://www.sans-abri.gc.ca/

pour les Canadiens grâce Amélioration des résultats

à l'excellence du service

Service Canada

http://www.servicecanada.gc.ca/fr/accueil.shtml

et les collectivités pour les personnes, les familles de l'inclusion sociale et du mieux-être revenu, de l'accès aux perspectives, Une amélioration de la sécurité du

Investissement social

anoisned te senîA

Programmes de la sécurité du revenu

http://www.rhdsc.gc.ca/fr/sv-rpc/index.shtml

Programme de la Sécurité de la vieillesse (SV)

http://www.rhdsc.gc.ca/fr/psr/sv/avtabmat.shtml

http://www.rhdsc.gc.ca/fr/psr/rpc/rpctabmat.shtml Régime de pensions du Canada (RPC)

aines/index.shtml http://www.rhdsc.gc.ca/fr/ministeriel/

Bureau de la condition des personnes Programmes de prestations d'invalidité

handicapées

personnes_handicapees/index.shtml http://www.rhdsc.gc.ca/fr/condition_

Personnes handicapées

particuliers/auditoires/ph.shtml http://www.rhdsc.gc.ca/fr/passerelles/

composante personnes handicapées pour le développement social (PPDS) -Programme de partenariats

handicapees/page00.shtml communautaires/ppds/call/composante_ http://www.rhdsc.gc.ca/fr/partenariats_

Règime de pensions du Canada - invalidité

Appels

http://www.rhdsc.gc.ca/fr/psr/rpc/reexamen.shtml

prestations d'invalidité Régime de pensions du Canada -

http://www.rhdsc.gc.ca/fr/psr/rpc/invaliprest.shtml

Des milieux de travail sécuritaires, sains, justes, stables, coopératifs et productifs, et des normes du travail internationales efficaces

Travail

Service fédéral de médiation et de conciliation

http://www.rhdsc.gc.ca/asp/passerelle.asp?hr=fr/ pt/sfmc/02Au_sujet.shtml&hs=mxm

Programme du travail

http://www.rhdsc.gc.ca/fr/passerelles/nav/nav_haut/programme/travail.shtml

Affaires internationales du travail

http://www.rhdsc.gc.ca/fr/pt/ait/index.shtml

Conciliation travail-vie et vieillissement de la main-d'œuvre

http://www.rhdsc.gc.ca/fr/passerelles/topiques/wmc-gxr.shtml

Négociations collectives

http://www.rhdsc.gc.ca/fr/passerelles/ entreprises/groupement/categorie/cc.shtml

Service fédéral d'indemnisation des accidentés du travail

http://www.rhdsc.gc.ca/fr/travail/index.shtml

Normes du travail

http://www.rhdsc.gc.ca/fr/pt/ot/ntemt/nt/apropos.shtml

Équité en matière d'emploi

http://www.rhdsc.gc.ca/fr/pt/ot/ntemt/ emt/information/Apercu.shtml

Santé et sécurité au travail

http://www.rhdsc.gc.ca/fr/pt/ot/sst/spercu/index-sst.shtml

Services de protection contre les incendies

http://www.rhdsc.gc.ca/fr/pt/ot/pi/apercu/ services.shtml

Analyse du droit du travail

http://www.hrsdc.gc.ca/en/gateways/topics/ |zl-qxr.shtml (lien ne fonctionne plus)

Programme des travailleurs étrangers temporaires

http://www.rhdsc.gc.ca/fr/competence/travailleurs_etrangers/index.shtmlInter-provincial

Programme des normes du Sceau rouge

http://www.red-seal.ca/Site/about/redseal_f.htm

Stratégie des compétences en milieu de travail

http://www.rhdsc.gc.ca/fr/cmt/index.shtml

Initiative en matière de compétences en milieu de travail

http://www.rhdsc.gc.ca/fr/competence/initiative_competences/indexshive_

Reconnaissance des titres de compétences en milieu de travail

http://www.rhdsc.gc.ca/fr/cmt/programmes/ prtce/index.shtml

Programme des conseils sectoriels

http://www.rhdsc.gc.cs/fr/passerelles/nav/nav_hasserelles/nav/

Information sur le marché du travail

http://www.rhdsc.gc.ca/fr/passerelles/nav/nav_hast.

Apprentissage

Aide financière aux étudiants (Programme canadien de prêts aux étudiants)

http://www.rhdsc.gc.ca/fr/passerelles/topiques/cxp-gxr.shtml et

http://www.cibletudes.ca

Programme canadien pour

l'épargne-études (PCEE)

http://www.canlearn.ca/fr/epargner/epargner.shtml

Bon d'études canadien (BEC)

http://www.rhdsc.gc.ca/fr/apprentissage/ epargne_education/public/BEC.shtml

Subvention canadienne pour l'épargne-études (SCEE)

http://www.rhdsc.gc.ca/fr/apprentissage/ epargne_education/public/scee.shtml

Mobilité académique internationale

http://www.rhdsc.gc.ca/fr/passerelles/nav/ nav_haut/programme/mai.shtml

911

Renvois à des sites Web

Ententes sur le développement du marché du travail

http://www.tbs-sct.gc.ca/rma/eppi-ibdrp/hrdb-rhbd/Imda-edmt/description_e.asp

Stratégie de développement des ressources humaines autochtones

http://sv19.services.gc.ca/AHRDSInternetVeneral/public/HomePage7_f.asp

Partenariats pour les compétences et l'emploi des Autochtones

http://sn/19.services.gc.ca/AHRDSInternetVgeneral/public/asep/asep_f.asp

Stratégie emploi jeunesse

http://www.jeunesse.gc.ca/index.jsp

Fonds d'habilitation pour les communautés minoritaires de langue officielle

http://www1.servicecanada.gc.ca/fr/dgpe/slocc/fordpab_abricecanada.gc.ca/fr/dgpe/slocc/

Programme de travail partagé

http://www1.servicecanada.gc.ca/fr/dgpe/dis/cia/subventions/tp/descf_tp.shtml

Compétences en milieu de travail

Alphabétisation et compétences essentielles

http://www.rhdsc.gc.ca/fr/pip/prh/competences_essentielles/competences_essentielles/index.shtml

Programme d'apprentissage, d'alphabétisation et d'acquisition des compétences essentielles pour les adultes

http://www.rhdsc.gc.ca/fr/passeerelles/topiques/ lxa-gxr.shtml

Classification nationale des professions

http://www.rhdsc.gc.ca/fr/pip/prh/cnp/cnp/cnp_index.shtml

Métiers et apprentissage

http://www.rhdsc.gc.ca/fr/competence/metiers_apprentissage/index.shtml

Mobilité de la main-d'œuvre interprovinciale

http://www.rhdsc.gc.ca/fr/competence/ mobilite_maindoeuvre/index.shtml

Site Web de RHDSC

http://www.rhdsc.gc.ca/fr/accueil.shtml

L'honorable Monte Solberg, C.P., député

Ministre des Ressources humaines et du Développement social du Canada http://pm.gc.ca/fra/bio.asp?id=18

L'honorable Jean-Pierre Blackburn

Ministre du Travail et du Logement 02=bi?qss.oid\saylva.gc.ca\fra\pio.asp.\/pm.gc.ca\fra\pio.asp.oid\saylva.gc.ca\frac{1}{2}

Lois et règlements régissant RHDSC et SC

http://www1.servicecanada.gc.ca/fr/sm/sfa/sa/ contact/lois.shtml

Vérification interne de RHDSC

http://www.rhdsc.gc.ca/fr/sm/ps/dsc/verification/

http://www.rhdsc.gc.ca/fr/sm/sfa/psgm/tdm.shtml

Évaluation de RHDSC

http://www.rhdsc.gc.ca/fr/publications_ ressources/evaluation/index.shtml http://www.rhdsc.gc.ca/fr/sm/ps/dsc/evaluation/ page00.shtml

Aperçu de RHDSC • Liste des programmes et services de RHDSC

http://www.rhdsc.gc.ca/fr/passerelles/nav/nav_haut/ps.shtml

Une productivité et une participation améliorées des Canadiens par des marchés du travail efficaces et inclusifs, des milieux de travail concurrentiels et un accès

à l'apprentissage Marché du travail

Prestations d'assurance-emploi

http://www1.servicecanada.gc.ca/fr/ae/menu/accueilae.shtml

Prestations d'emploi et mesures de soutien

http://www.rhdsc.gc.ca/fr/passerelles/nav/ nav_haut/programme/sc.shtml

Rapport du Bureau du vérificateur général (BVG)

postsecondaire et leur famille soient au courant des mesures d'aide financière qui leur sont destinées. On y indique que les deux programmes se complètent bien, surtout du côté des recherches, mais qu'il faudrait documenter davantage les consultations en vue de la prise de décisions futures. Le Ministère s'est engagé à améliorer le suivi et la production de rapports, notamment en Soos et en procédant à une évaluation rendement en 2008 et en procédant à une évaluation sommative du PCPE au moyen d'une approche quinquennale par phases et en déposant le rapport quennale du PCPE plus rapidement.

Prêts et subventions du gouvernement fédéral aux étudiants de niveau postsecondaire – Mai 2007

e vérificateur général a conclu que le Programme canadien de prêta aux étudiants (PCPE) est généralement bien géré et que les améliorations recommandées se rapportent aurtout au suivi et à la production de rapports. Le rapport indique que le PCPE et la Fondation canadienne des bourses d'études du millénaire (FCBEM) prennent les mesures nécessaires pour que les éventuels étudiants de niveau nécessaires pour que les éventuels étudiants de niveau

ont obtenu grâce à un programme contre un autre peuvent échanger un bien immobilier fédéral qu'ils A certaines conditions, les groupes communautaires flexible et permet des échanges de terrains. fédéraux à la disposition des sans-abri est plus visant à mettre des biens immobiliers excédentaires des partenariats de lutte contre l'itinérance, l'Initiative et de logement. Dans le cadre de la nouvelle Stratégie l'itinérance et la Société canadienne d'hypothèques comme l'Initiative des partenariats de lutte contre offert grâce à des programmes fédéraux apparentés, aux frais de construction et de rénovation pourrait être initiative. Un financement complémentaire applicable et régional dans la mise en œuvre et la gestion de cette de logement, sont des partenaires aux paliers national RHDSC et la Société canadienne d'hypothèques et Travaux publics et Services gouvernementaux Canada, vention de l'itinérance. Trois organismes fédéraux, soit une somme symbolique – pour la réduction et la précommunautaires et à d'autres organismes – moyennant marchande et transfèrent les biens à des organismes biens immobiliers utiles sont indemnisés à la valeur publics que l'on encourage à faire l'inventaire des

bien semblable qui leur convient mieux.

L'initiative des partenariats de lutte contre l'itinérance comporte quatre volets de financement :

- Initiative des partenariats de lutte contre l'itinérance;
 Initiative des partenariats de lutte contre l'itinérance -
- Collectivités éloignées;
- Initiative des partenariats de lutte contre l'itinérance Collectivités autochtones;
- Projets pilotes horizontaux du gouvernement fédéral.

Réseau sur les responsabilités en matière d'itinérance

Ce programme rationalise la déclaration des résultats, renforce la responsabilité à l'égard des programmes, préconise des réseaux de partenariats régionaux et nationaux, crée des connaissances, des pratiques exemplaires et des échanges à cet égard. Le réseau s'inspire de deux volets: le Système d'information aur les personnes et les familles sans abri et le Programme les personnes et les familles sans abri et le Programme de développement des connaissances aur l'itinérance) de l'ancienne Initiative nationale pour les sans-abri en favorisant l'accès à de l'information et à des outils en favorisant l'accès à de l'information et à des outils aur le soutien au logement, ainsi que leur diffusion.

Initiative visant à mettre des biens immobiliers excédentaires fédéraux à la disposition des sans-abri

Ce programme met les biens fédéraux excédentaires à la disposition des collectivités de tout le Canada pour qu'elles puissent répondre à leurs besoins en ce qui concerne les sans-abri. Les ministères et organismes

Logement et sans-abri Activité de programme:

de lutte contre l'itinérance Stratégie des partenariats

des collectivités rurales et du Nord. les habitants des grands centres urbains, vulnérables au Canada, notamment les Autochtones, significatifs et durables pour certains citoyens les plus les autres ministères pour offrir des résultats concrets, gouvernements, les collectivités, et travaille avec rance, le gouvernement fédéral subventionne les autres de la stratégie des partenariats de lutte contre l'itinépour aider les gens à se sortir de l'itinérance. En vertu et avec mesures de soutien comme principale mesure dienne. La SPLI présente donc le logement de transition positifs et à la pleine participation à la société canacondition préalable aux résultats socioéconomiques fédéral reconnaît que la stabilité du logement est une autonomie et en autosuffisance. Le gouvernement à long terme, pour aider les sans-abri à gagner en des structures, y compris des solutions de logement Cette stratégie met en place des partenariats et des solutions efficaces et viables à l'itinérance. Ce programme a été lancé, car il propose

contre l'itinérance Initiative des partenariats de lutte se compose de trois initiatives: de lutte contre l'itinérance La Stratégie des partenariats

publics. ments de logement et d'optimiser les investissements afin d'harmoniser les services de soutien aux établisseseront d'accord, à conclure des ententes de partenariat que les municipalités lorsque les provinces et territoires soutien en invitant les provinces et les territoires, ainsi d'un modèle communautaire existant et obtiendra un sans-abri occasionnels à court terme. Elle s'inspirera abri chroniques ayant de nombreux obstacles ou de de refuge, selon leurs besoins, qu'il s'agisse de sansabri à atteindre la stabilité en matière de logement et et des services communautaires pour aider les sansest la pierre angulaire qui soutiendra des installations L'Initiative des partenariats de lutte contre l'itinérance

> et de garde d'enfants abordables et de qualité. programmes et à des services d'apprentissage et en formation en améliorant l'accès à des

de la petite enfance Ententes sur le développement

vigoureuses. à appuyer leurs enfants au sein de collectivités aider les enfants à s'épanouir pleinement et les familles à s'instruire, socialement engagés et responsables; et physique et affective, et qu'ils soient en sécurité, prêts pleinement, c'est à-dire qu'ils soient en bonne santé enfance de façon à ce que les enfants s'épanouissent précis sont : promouvoir le développement de la petite jusqu'à six ans) et à leurs parents. Les objectits de soutien aux jeunes enfants (du stade prénatal cette initiative est d'améliorer et d'enrichir les services de moins de six ans et à leur famille. Le but général de les services et programmes qu'ils offrent aux enfants pement de la petite enfance, afin d'améliorer et d'élargir l'Entente fédérale-provinciale-territoriale du développrovinciaux et territoriaux ont conclu une entente, En septembre 2000, les gouvernements fédéral,

Prestation nationale pour enfants

le gouvernement du Canada à cet égard. relatives à cette initiative, et son ministre représente social Canada se charge de l'élaboration des politiques pour enfants. Ressources humaines et Développement au moyen du Supplément de la prestation nationale pécuniaire aux familles à faible revenu ayant des enfants initiative, le gouvernement canadien apporte un soutien simplifiant l'administration du régime. Grâce à cette en harmonisant les objectifs et les prestations et en et atténue les chevauchements et le double emploi à ce que les familles aient toujours intérêt à travailler favorise l'intégration au marché du travail en veillant aide à prévenir et à réduire la pauvreté chez les enfants, aux familles à faible revenu ayant des enfants. Elle de soutien du revenu, des prestations et des services volet Premières nations) qui destine des mesures un partenariat fédéral-provincial-territorial (avec un le meilleur départ qui soit dans la vie. Ce régime est que les enfants de familles à faible revenu obtiennent pour enfants est un engagement clé pour garantir fiscale canadienne pour enfants, la Prestation nationale Instituée en 1998 comme complément à la Prestation

aux provinces et territoires et nouveau créalt d'impôt aux entreprises investissant dans la création de places de garderie.

Prestation universelle pour la garde d'enfants

En juillet 2006, toutes les familles ont commencé à recevoir une somme s'élevant jusqu'à 1 200 \$ par année pour chaque enfant de moins de six ans. Cette prestation est imposable chez le conjoint au revenu inférieur. Les paiements sont versés directement aux familles pour les aider à choisir le service de garde qui répond le mieux à leurs besoins. La Prestation universélle pour la garde d'enfants s'ajoute aux programmes fédéraux en vigueur, notamment la Prestation fiscale canadienne pour enfants et le Supplément de la prestation nationale pour enfants, et n'a pas d'effet sur les prestations que les familles reçoivent en vertu de ces programmes ni sur la déduction pour frais de ces programmes ni sur la déduction pour frais de garde d'enfants.

Initiative sur les places en garderie

Compte tenu que la disponibilité de places en garderie est un problème auquel se heurtent de nombreuses familles, le Budget de 2007 propose qu'à compter de 2008–2009, 250 millions de dollars par année soient transférés aux provinces et territoires dans le cadre du transférés aux provinces et territoires aider à créer des places en garderie qui répondent aux besoins des parents et dont l'administration est efficace et imputable. De plus, à compter du 19 mars 2007, un crédit d'impôt à l'investissement de 15 %, jusqu'à concurrence de 10000 \$ par place créée, est offert aux entreprises qui créent des places en garderie reconnues en milieu de travail pour les en garderie reconnues en milieu de travail pour les enfants de leurs employés, et le cas échéant, pour les enfants de la collectivité environnante.

Cadre multilatéral pour l'apprentissage et la garde des jeunes enfants

En s'appuyant sur leur accord de septembre 2000 sur le développement de la petite entance, les ministres fédéraux-provinciaux-territoriaux responsables des services sociaux se sont entendus en mars 2003 sur un cadre propre à rendre plus accessibles des programmes et des services sous réglementation provinciale-territoriale pour l'apprentissage et la garde des enfants. Cette initiative vise tout spécialement à promouvoir le développement de la petite enfance à soutenir la participation des parents en emploi et à soutenir la participation des parents en emploi

nationaux afin de créer des produits qui préconisent des services et des programmes de développement de la petite enfance pertinents des points de vue linguistique et culturel dans les communautés de langue officielle en situation minoritaire.

 Stratégie pour le secteur bénévole – Effectue des investissements pour favoriser l'innovation sociale, le partage de pratiques exemplaires et l'entrepreneurship dans les organismes communautaires sans but lucratif.

http://www.rhdsc.gc.ca/fr/partenariats_communautaires/pdds/index.shtml

Nouveaux Horizons pour les aînés

Le programme Mouveaux Horizons pour les aînés appuie les projets locaux de partout au Canada qui incitent la population du troisième âge à tirer parti de ses compétences, de son expérience et de sa sagesse pour le mieux-être social des collectivités et il favorise l'intégration permanente du troisième âge à la vie communautaire en vue de réduire les risques à la vie communautaire en vue de réduire les risques d'isolement social. Ces fonds viennent aussi renforcer les réseaux et les associations reliant les membres des collectivités, les organismes communautaires et les gouvernements; ils accroissent les possibilités de créer des capacités et des partenariats communautaires en vue de relever les défis sociaux actuels nautaires en vue de relever les défis sociaux actuels ou nouveaux.

http://www.rhdsc.gc.ca/fr/psr/horizons/tabmat.shtml

Adoption internationale

Les Services à l'adoption internationale collaborent avec d'autres ministères fédéraux, les gouvernements étrangers et les provinces et territoires à titre de ministère fédéral responsable des questions liées aux adoptions internationales.

http://www.rhdsc.gc.ca/fr/partenariats_communautaires/ adoption_internationale/index.shtml

Activité de programme : Enfants et familles

Garde d'enfants

Ce programme offre des ressources aux familles pour les aider à atteindre l'équilibre entre le travail et la vie famillale. Il s'agit d'un régime à deux volets : aide directe aux familles en vertu de la Prestation universelle pour la garde d'enfants, transferts

et les autres intervenants. trations fédérales-provinciales-territoriales-municipales communautaire, en partenariat avec les autres adminisde pratiques exemplaires pour contribuer au bien-être ration, à la promotion de l'autosuffisance et au partage à l'innovation, au renforcement des réseaux de collaboment les efforts du secteur communautaire consacrés vulnérables du Canada. Ce programme appuie égaleet familles, des personnes âgées, et des populations du bien-être amélioré des collectivités, des enfants de programmes et les initiatives spéciales à l'appui l'élaboration et l'analyse de politiques, la prestation

partenariats pour le développement social Volet communautés du Programme de

taires et nationaux. se font par l'intermédiaire d'organismes communauautres populations vulnérables. Ces investissements familles, aux personnes handicapées, ainsi qu'aux xus te striane xus seéil selstrementevuog sétinoing santes de financement distinctes pour appuyer les à grande échelle qui investit dans plusieurs compodéveloppement social (PPDS) est un programme Le Programme de partenariats pour le

communautaires: sous-activité du développement et des partenariats Quatre éléments du PPDS sont administrés par la

- des conditions défavorables. et de leur famille, surtout ceux qui vivent dans pour mieux servir les divers besoins des enfants de services et d'outils davantage axés sur les besoins capacité d'innover par la création de programmes, nationaux et communautaires en soutenant leur en partenariat avec les organismes sans but lucratif • Composante enfants et familles - Fonctionne
- de l'enfant. pour créer une situation propice au développement organismes communautaires à travailler ensemble les jeunes enfants et leur famille, et en aidant les de l'enfant, les ressources locales offertes pour aider communautaires qui influent sur le développement pement de leurs enfants, les facteurs familiaux et en leur fournissant de l'information sur le dévelople bien-être de leurs jeunes enfants et des familles, à mieux comprendre les besoins et à améliorer subventions pour aider les collectivités du Canada • Comprendre la petite enfance - Offre des
- organismes non gouvernementaux francophones minoritaire - Fait des investissements dans des • Communautés de langue officielle en situation

de pensions du Canada Prestations d'invalidité du Régime

du Régime de pensions du Canada. ficiaires du Programme de prestations d'invalidité professionnelle et de retour au travail pour les bénéet des programmes sur les mesures de réhabilitation la Cour fédérale. Il offre une orientation des politiques cas de la Commission d'appel des pensions et de et fournit une expertise médicale pour appuyer les relations à l'aide de services d'appels indépendants formément aux lois et à la jurisprudence. Il gère les les politiques soient appliquées uniformément et connationale à Service Canada pour faire en sorte que du Canada et ses clients. Il fournit une orientation de prestations d'invalidité du Régime de pensions les analyses sur les enjeux relatifs au Programme la conception de programmes, la recherche et pour l'élaboration de lois, l'orientation des politiques, de pensions du Canada sert de point de convergence Le Programme de prestations d'invalidité du Régime

Appels

http://www.rhdsc.gc.ca/fr/psr/rpc/reexamen.shtml d'appel des pensions (CAP) et devant la Cour fédérale. du ministre lors des audiences devant la Commission offre une expertise médicale pour appuyer la position de secrétariat au Comité des litiges du RPC/de la SV; du BCTR après un appel d'un client du PPIRPC; sert d'appels des pensions (CAP); revoir les décisions des tribunaux de révision (BCTR) et avec la Commission de révision, la liaison avec le Bureau du commissaire stratégique en ce qui concerne les appels du Tribunal Cette activité comprend : donner une orientation

de pensions du Canada Prestations d'invalidité du Régime

un salaire appréciable. de travailler régulièrement à un emploi contre mentale ou physique qui empêche une personne la définition du législateur. Il s'agit d'une invalidité et dont l'invalidité est « grave et prolongée », selon qui remplissent les critères de cotisations minimales Des prestations sont payables aux cotisants

http://www.rhdsc.gc.ca/fr/psr/rpc/invaliprest.shtml

et partenariats Développement communautaire

bont les recherches, le partage de connaissances, Ce programme constitue un point de convergence

également à ce que ces personnes ne soient pas tenues de cotiser aux régimes de pension de deux pays pour le même travail.

http://www.rhdsc.gc.ca/fr/psr/piae/accordsoc.shtml

Programme de prestations d'invalidité

de partenariats pour le développement social. handicapées, comme le volet invalidité du Programme sennozaeq sel taénitée dant bénéficient les personnes et administre des programmes pour améliorer l'accesd'épargne-invalidité et le Fonds pour l'accessibilité, personnes handicapées, comme le Régime enregistré stratégiques des programmes qui portent sur les Il offre également une orientation sur les questions non gouvernementaux et les provinces et territoires. divers intervenants externes, y compris des organismes et des programmes fédéraux par la collaboration avec les personnes handicapées fassent l'objet des politiques handicapées fait en sorte que les questions touchant munautaire. Le Bureau de la condition des personnes capées à tous les aspects de la vie sociale et comfavoriser la pleine participation des personnes handipartenaires nationaux et internationaux qui veillent à sein du gouvernement du Canada pour les principaux handicapées (BCPH) est le point de convergence au Le Bureau de la condition des personnes

Volet invalidité du Programme de partenariats pour le développement social

Le Programme de partenariats pour le développement social (PPDS) est un programme à grande échelle qui investit dans plusieurs composantes de financement distinctes pour appuyer les priorités gouvernementales liées aux enfants et aux familles, aux personnes handicapées, ainsi qu'aux autres populations vulnérables. Ces investissements se font par l'intermédiaire d'organismes communautaires et nationaux.

L'un des éléments du PPDS est administré par la sous-activité relative aux questions touchant les personnes handicapées: le volet invalidité du PPDS offre des subventions aux organismes sans but lucratif admissibles visant à faire avancer le programme du gouvernement du Canada relatif aux personnes handicapées en faisant la promotion de la pleine participation des Canadiens handicapés à l'apprentissage, cipation des Canadiens handicapés à l'apprentissage, au travail et à la vie communautaire.

http://www.rhdsc.gc.ca/fr/partenariats_communautaires/page00.sahtml

(sauf au Québec, qui dispose d'un régime comparable). Le RPC offre diverses prestations axées sur les changements qui surviennent dans la vie des gens. Mieux connu pour ses prestations de retraite, le RPC offre également des prestations au survivant et aux enfants d'un cotisant, d'autres prestations aux personnes handicapées et à leurs enfants, et un montant forfaitaire maximal de 2 500 \$ et un montant forfaitaire maximal de 2 500 \$ en cas de décès.

Secrétariat des personnes âgées

http://www.rhdsc.gc.ca/fr/psr/rpc/rpctabmat.shtml

Diriger l'élaboration et la mise en œuvre d'un programme de politiques publiques pour le troisième âge qui reflète l'accroissement de la population aînée et les répercussions d'une société vieillissante dans l'ensemble du gouvernement fédéral. Promouvoir le programme de politiques pour le troisième âge afin d'influencer l'élaboration de politiques dans d'autres ministères et organismes fédéraux et à d'autres ministères et organismes fédéraux et à d'autres ministères et organismes tédéraux et à d'autres paliers de gouvernement. Favoriser et enforcer de façon active les partenaists à l'échelle du Ministère pour assurer des approches cohérentes et constantes de l'élaboration de politiques. Diriger et constantes de l'élaboration de politiques. Diriger pour les activités en cours du Conseil national pour les aînés.

Donner au Secrétariat d'Etat responsable (aînés) des conseils relatifs aux politiques stratégiques, des renseignements, et assurer la coordination en appui à son rôle principal à l'échelle fédérale pour les aînés. Diriger la coordination des forums fédéraux-provinciaux-territoriaux des ministres et sous-ministres responsables des aînés afin d'établir une approche plus intégrée de l'élaboration de programmes et de politiques pour les aînés au Canada.

http://www.rhdsc.gc.ca/fr/ministeriel/aines/index.shtml

Ententes et politiques internationales

La Loi sur la sécurité de la vieillesse et le Régime de pensions du Canada autorisent le ministre de RHDSC à conclure des accords internationaux en matière de sécurité sociale. Ces accords facilitent le paiement des pensions publiques canadiennes et étrangères au Canada et à l'extérieur et veillent à ce que les personnes qui travaillent à l'étranger puissent continuer leur protections de la contra du régime canadien. Ces accords veillent tion en vertu du régime canadien. Ces accords veillent tion en vertu du régime canadien. Ces accords veillent

des collectivités des familles et mieux-être des personnes, accès aux possibilités et de la sécurité du revenu, D. Amélioration

Investissement social Schivité de programme:

anoianed te senîA

pensions du Canada et de la Sécurité de la vieillesse. analyse des tendances aux décideurs du Régime de mulée, et la prestation d'un soutien statistique et d'une administratives et législatives, la modélisation microsinotamment l'évaluation de l'impact des modifications et des recherches et des analyses socioéconomiques, ciation d'accords internationaux de sécurité sociale, du Canada et de la Sécurité de la vieillesse, la négola demande de prestations du Régime de pensions relatives aux personnes âgées, la promotion de ticipation des intervenants et des clients aux questions tiques et de programmes, les lois et les litiges, la paret les pensions, l'élaboration et la conception de polion remarque les recherches sur les personnes âgées de la vieillesse). Parmi les activités de programme, (Régime de pensions du Canada et Sécurité sonnes âgées et aux pensions publiques du Canada pour les politiques et les programmes relatifs aux per-Oe programme sert de point de coordination fédérale

Sécurité de la vieillesse

de survivant. garanti, l'allocation de personnes âgées et l'allocation à faible revenu, à savoir le Supplément de revenu des prestations supplémentaires aux personnes des prix à la consommation. Il offre, selon le revenu, du Canada et indexé trimestriellement à l'Indice même les revenus fiscaux généraux du gouvernement au statut de résident et à la résidence. Il est financé à du Canada qui remplissent des critères relatifs à l'âge, un revenu de base aux citoyens et aux résidents Le Programme de la sécurité de la vieillesse procure

http://www.rhdsc.gc.ca/fr/psr/sv/svtabmat.shtml

Régime de pensions du Canada

est un régime d'application fédérale-provinciale Le Régime de pensions du Canada (RPC)

> nement au moment d'élaborer la politique du travail. dans le milieu de travail et différents ordres de gouverles employeurs, les syndicats, d'autres partenaires la productivité du travail. En outre, elle travaille avec tiques de travail qui appuient les travailleurs et améliorent visant à encourager les employeurs à adopter des pra-De plus, elle met sur pied des initiatives non législatives ment de l'effectif et les nouvelles relations d'emploi. productivité au travail, la santé au travail, la vieillisseliées au travail et au milieu de travail, dont la

Programme de protection des salariés

La Loi sur le Programme de protection des salariés

sera étudié par le Parlement. parce qu'on ne sait pas quand le projet de loi C-62 où le programme commencera à fonctionner, surtout ce moment, il n'est pas possible d'indiquer le moment a été lu pour la première fois au Sénat le 14 juin. En rapidement étudié à la Chambre des communes et modificatif (le projet de loi C-62). Ce projet de loi a été le ministre du Travail a donc adopté un projet de loi par souci d'efficacité du programme. Le 13 juin 2007, modifications techniques avant d'entrer en vigueur, Cependant, elle devra subir un certain nombre de tée et a reçu la sanction royale le 25 novembre 2005. sur le Programme de protection des salariés a été adop-(actuellement 3076 \$). La législation qui établit la Loi assurable aux termes de la Loi sur l'assurance-emploi de quatre semaines du maximum de la rémunération Loi sur la faillite et l'insolvabilité, jusqu'à concurrence faillite ou est mis sous séquestre en vertu de la non payées aux travailleurs dont l'employeur a déclaré pour rétablir la rémunération et les vacances annuelles protection des salariés (PPS), un programme conçu constitue le fondement législatif du Programme de

Politique et information sur le milieu de travail

de politiques. du gouvernement et le milieu de la conception et assure des liens avec le programme élargi le Programme aux forums interministériels et autres mandat du Programme du travail. Elle représente afin de faire avancer les priorités stratégiques et le l'information sur les principales pratiques de travail de questions. Elle recueille, analyse et diffuse de et elle donne des conseils stratégiques sur ce genre développement social et économique du Canada du travail et au travail et sur leur impact sur le titatif et qualitatif sur des questions liées au marché Elle fait des recherches et des analyses d'ordre quanlong terme et met en œuvre des initiatives stratégiques. et nationaux liés à la politique du travail, intégrés et à Cette direction fixe des cadres ministériels, fédéraux

Information sur le marché du travail

de l'établissement de rapports détaillés. collectives sont codées et analysées aux fins Les dispositions non salariales des conventions secteurs public et privé, et par secteur de compétence. annuellement pour l'ensemble du Canada, selon les sont présentés mensuellement, trimestriellement et ventions collectives au Canada. Les renseignements rajustements salariaux apportés aux principales conélectronique, qui présente les points saillants des au Canada. La direction publie le Bulletin du travail les adhésions syndicales et les affiliations syndicales des renseignements sur le mouvement syndical, annuelle auprès des organisations syndicales fournit et lock-out) sont recueillies et analysées. Une enquête historiques et actuelles sur les arrêts de travail (grèves intégral des conventions collectives. Des statistiques au Canada sur les rapports de règlement et le texte vaste base de données électronique consultable collectives, qui sont versées dans Negotech, la plus et diffusés. La direction recueille et code les conventions règlement, et les rajustements salariaux sont calculés ciale. Les renseignements sont recueillis à l'étape du et d'au moins 500 employés de compétence provind'au moins 100 employés de compétence fédérale au Canada sont comptabilisées pour les groupes Des données sur les négociations collectives

Politique concernant les milieux de travail

La direction donne des conseils stratégiques à la haute direction et au ministre du Travail par la détermination et l'analyse des questions nouvelles

> de compétence fédérale respectent les exigences en matière d'équité salariale. L'objectif est de travailler avec les employeurs, les employés et les représentants des employés à éliminer les injustices salariales fondées sur le sexe dans le secteur sous réglementation fédérale.

Indemnisation fédérale des accidentés du travail

auprès de la Commission. prestations aux travailleurs d'employeurs inscrits par la Commission et en vue de l'attribution de des accidents du travail à des fins d'approbation et elles statuent sur les demandes d'indemnisation Commission d'indemnisation des marchands marins Elles assurent des services de secrétariat à la du travail pour assurer le respect des lois fédérales. employés et les commissions provinciales des accidents avec les ministères et les organismes fédéraux, les administratives. Les directions travaillent principalement accidents du travail conformément à des ententes partenariat avec les commissions provinciales des sation selon la loi fédérale. La LIAE est appliquée en d'une maladie professionnelle ont droit à une indemnifédérale qui sont victimes d'un accident du travail ou et à leurs survivants. Les employés de compétence ment de prestations aux marins marchands blessés l'indemnisation des marins marchands prévoit le verseou une maladie professionnelle, tandis que la Loi sur fédéraux qui subissent une blessure reliée au travail prévoit le versement de prestations aux employés La Loi sur l'indemnisation des agents de l'Etat (LIAE)

Affaires du travail internationales et intergouvernementales

dans les collectivités autochtones. travail et coordonne les activités de ce programme le dialogue avec les intervenants du Programme du aux chercheurs et au grand public. De même, il favorise canadienne sur le travail aux analystes des politiques, données et fournit de l'information sur la législation territoriales dans le domaine du travail. Il analyse les Il coordonne les relations fédérales-provincialesune aide technique aux pays en développement. de coopération dans le domaine du travail et il apporte il négocie et met en œuvre des accords internationaux travail, comme l'Organisation internationale du Travail, ub enismob el ansb xusnoitsn amurot seb à absned Tout spécialement, il supervise la participation du mentales et autochtones du Programme du travail. les affaires du travail internationales, intergouverne-Ce groupe gère les responsabilités touchant

Equité en matière d'emploi

du travail juste et concurrentiel pour les employeurs. taux des travailleurs, tout en assurant un marché dement juridique à la protection des droits fondamend'importance sociale et économique qui sert de fontypes de congés. La partie III est un texte législatif vacances, aux congédiements injustifiés et à divers a trait aux heures de travail, au salaire minimum, aux yeurs de compétence fédérale, notamment en ce qui les normes d'emploi pour les employés et les emplo-La partie III du Code canadien du travail établit

Normes du travail

d'Etat selon le principe du recouvrement des coûts. protection contre les incendies à certaines sociétés du Trésor, de même que des services techniques de avec Affaires indiennes et du Nord Canada et le Conseil nations conformément à un protocole d'entente conclu et des services d'inspection aux réserves des Premières services techniques de protection contre les incendies contre les incendies. En outre, les SPI assurent des que des codes et des normes connexes de protection national de prévention des incendies du Canada, ainsi relatives à la protection contre les incendies, du Code exigences du Code national du bâtiment du Canada et l'exécution de la politique et des normes du CT, des domaine. Les SPI sont chargés d'assurer l'application nement et de réduire les risques au minimum dans ce de la propriété et de la situation financière du gouverd'assurer la protection et la conservation de la vie, des finances publiques. Les SPI ont pour mandat diffusée conformément à la Loi sur la gestion protection contre les incendies, enquêtes et rapports, sont régis par la Politique du Conseil du Trésor sur la Les Services de protection contre les incendies (SPI) Protection contre les incendies

santé et sécurité et garantir l'observation du Code. tance pour créer et maintenir une culture efficace de des employés et des employeurs de première impordu travail et de ses règlements et par des intervenants, la mise en application de la partie II du Code canadien au travail par la promotion, l'intervention proactive et On veille à la promotion de la santé et de la sécurité sécurité au travail et la Loi sur la santé des non-fumeurs. du travail, le Règlement canadien sur la santé et la autorisé et informé par la partie II du Code canadien Le programme de Santé et sécurité au travail est

Santé et sécurité au travail

d'uniformiser les règles du jeu entourant leurs activités. en milieu de travail de façon juste et homogène afin du travail assure l'application des lois et des règlements employeurs, ils s'attendent à ce que le Programme une application uniforme des diverses lois. Quant aux réglementation et d'application au pays pour assurer la compétence fédérale, coordonnent les activités de nants, les employeurs et les employés relevant de directions, qui travaillent avec les principaux interveimmobiliers fédéraux contre les incendies. Les deux ayant compétence en matière de protection des biens De plus, les deux directions représentent l'autorité la Loi sur l'indemnisation des marins marchands.

du travail le mandat de déterminer si les employeurs

du travail confère aux inspecteurs du Programme

La partie III (Normes du travail) du Code canadien

visibles et des Autochtones dans le milieu de travail.

et de favoriser la mobilité ascendante des minorités

a pour objectif d'éliminer les obstacles discriminatoires

de complément à la Loi sur l'équité en matière d'emploi

contre le racisme, est une initiative particulière qui sert

qui est un volet du Plan d'action pangouvernemental

tenus d'attester leur engagement vis-à-vis de l'équité

l'équité en matière d'emploi. Ces employeurs sont

assujettis au Programme de contrats fédéraux pour

gouvernement fédéral aux termes d'un contrat sont

au moins 100 employés et qui font du travail pour le

Les employeurs de compétence provinciale qui comptent

la Commission canadienne des droits de la personne.

peuvent être assujettis à une vérification menée par

des plans en vue de combler le déficit. De plus, ils

d'analyser leurs pratiques de travail et de proposer groupes sont fortement sous-représentés sont tenus

employeurs du PLEE. Les employeurs chez qui ces désignés sont suffisamment représentés chez les

du recensement (offre) pour déterminer si les groupes

groupes désignés. On compare ces données à celles

de leur rendement au chapitre de l'emploi des quatre

yeurs de compétence fédérale qui emploient au moins

d'équité en matière d'emploi (PLEE) oblige les emplo-

sur l'équité en matière d'emploi, le Programme légiféré

et les Autochtones), qui ont tous des résultats inférieurs

à la moyenne sur le marché du travail. Selon la Loi

les minorités visibles, les personnes handicapées

en aide à quatre groupes désignés (les femmes,

Le Programme d'équité en matière d'emploi vient

100 travailleurs à rendre compte chaque année

La Stratégie pour un milieu de travail sans racisme,

un contrat auprès du gouvernement fédéral. en matière d'emploi avant de pouvoir soumissionner

et qui vise à en accroître l'efficacité. Cette stratégie

actuelles et nouvelles touchant les relations industrielles. aussi des recherches approfondies sur les questions

Médiation et conciliation

de l'artiste. du travail et de la partie I de la Loi sur le statut de la partie I (Relations industrielles) du Code canadien de conflits aux employeurs et aux syndicats en vertu Aide à la résolution de différends et à la prévention

Arbitres - congédiements injustifiés

(Normes du travail) du Code canadien du travail. et rendre une décision à leur égard en vertu de la partie III pour entendre les plaintes pour congédiement injustifié et de conciliation, de décisionnaires quasi judiciaires la recommandation du Service fédéral de médiation Nomination par le ministre du Travail, d'après

Arbitres - recouvrement de la rémunération

du Code canadien du travail. en vertu de la partie III (Normes du travail) non fondées et rendre une décision à leur égard de paiement de la rémunération et les avis de plaintes pour entendre les appels à la suite d'ordonnances et de conciliation, de décisionnaires quasi judiciaires la recommandation du Service fédéral de médiation Nomination par le ministre du Travail, d'après

Programme de partenariats patronal-syndical

liorer les relations entre les patrons et les syndicats. ou dans les secteurs, et qui vise à favoriser et à améles initiatives syndicales-patronales en milieu de travail Programme de contributions qui encourage

Opérations nationales du travail

sur l'indemnisation des agents de l'État et de les justes salaires et les heures de travail, de la Loi raux pour l'équité en matière d'emploi, de la Loi sur en matière d'emploi, du Programme de contrats fédé-Loi sur la santé des non-fumeurs, de la Loi sur l'équité (Normes du travail) du Code canadien du travail, de la partie II (Santé et sécurité au travail) et de la partie III pement de programmes assurent l'application de la formité et la Direction des orientations et du dévelopces objectifs. La Direction des opérations et de la con-Pour y parvenir, plusieurs lois et programmes appuient travail qui sont sécuritaires, saines, justes et équitables. de l'application et de l'exécution de conditions de Ce secteur opérationnel est chargé de la promotion,

> revenu et à revenu moyen. subventions supplémentaires aux familles à faible les économies versées dans un REEE et offre des canadien pour l'épargne-études subventionne toutes épargné pour les enfants de 0 à 17 ans. Le Programme

Mobilité académique internationale

et de communication interculturelle. mondialisé, notamment des capacités linguistiques currentiel dans un marché du travail de plus en plus tences inestimées qui leur procurent un avantage con-MAI, les étudiants canadiens acquièrent des compéexpériences d'échanges d'étudiants à l'étranger de la le recours à l'enseignement à distance. En vertu des naissance et la portabilité des crédits universitaires, et par l'élaboration de programmes communs, la reconles entreprises privées qui se traduisent, par exemple, universités, les collèges, les instituts techniques et universités et à assurer des liens viables entre les vise à accroître la collaboration internationale des L'initiative de mobilité académique internationale

етпсасея internationales du travail la coopération, et normes et productifs, où règne équitables, stables sécuritaires, sains, C. Milieux de travail

Activité de programme: Travail

et de conciliation Service fédéral de médiation

du travail) du Code canadien du travail. Il réalise relatifs aux droits en vertu de la partie III (Normes nominations ministérielles pour régler les différends de travail par année. Il doit également administrer les et conciliation dans environ 300 différends en matière de conciliation fournit l'aide d'experts en médiation de l'économie. Le Service fédéral de médiation et syndicales-patronales constructives à la grandeur différends et à prévenir les conflits. Il favorise les relations de travail) du Code canadien du travail à régler leurs et les employeurs qui relèvent de la partie I (Relations Ce programme a pour mandat d'aider les syndicats

pour les étudiants à temps partiel dans le besoin, et pour les étudiants ayant une invalidité permanente, des personnes à charge, aménagement de locaux canadiennes pour études pour les étudiants ayant diants ayant une invalidité permanente, et subventions pour étudiants issus de familles à faible revenu et étupostsecondaires: subventions canadiennes d'accès groupes sous-représentés à des études

pour les femmes poursuivant des études doctorales.

et à la gestion de la dette Aide au remboursement

revenu. parce qu'ils sont au chômage ou gagnent un faible financières et qui ont du mal à rembourser leur prêt termes les emprunteurs qui éprouvent des difficultés sement. Ces mesures visent à aider à court et à long réduction de la dette pendant la période de rembourgement de la période d'exemption de l'intérêt, et la de remboursement, l'exemption d'intérêts, le prolonau Canada, notamment le prolongement de la période les emprunteurs à gérer leur dette de prêts étudiants Ce programme offre plusieurs mesures pour aider

bonk l'épargne-études Programme canadien

communautaire d'incitation à l'épargne-études. du gouvernement de l'Alberta, ainsi que la Stratégie d'épargne-études du centenaire de l'Alberta au nom Ce programme administre également la subvention à l'aide d'un régime enregistré d'épargne-études. en vue des études postsecondaires d'un enfant subventions pour encourager les Canadiens à épargner études et le Bon d'études canadien, qui offrent des comprend la Subvention canadienne pour l'épargne-Le Programme canadien pour l'épargne-études

Bon d'études canadien

nationale pour enfants. la famille est admissible au Supplément de la prestation le secondaire. Il vise les enfants nés après 2003 dont à épargner pour l'éducation de leurs enfants après qui aide les familles à faible revenu à commencer Le Bon d'études canadien est une subvention

Subvention canadienne pour l'épargne-études

offrant une subvention équivalente au montant des études postsecondaires de leurs enfants en encourage les Canadiens à épargner en prévision La Subvention canadienne pour l'épargne-études

> et aux employeurs. et d'appariement d'emploi aux demandeurs des services d'annonce, de recherche, d'avis d'emploi et de formation. Service Canada offre aussi les diverses professions, ainsi que les possibilités les compétences et la formation exigées dans les perspectives d'emploi local, les taux de salaire, tendances nationales et régionales de l'emploi,

essentielles Alphabétisation et compétences

et des compétences essentielles des adultes. l'importance de l'apprentissage, de l'alphabétisation et en faisant la promotion et la sensibilisation de bétisation et des compétences essentielles des adultes, la capacité des secteurs de l'apprentissage, de l'alphal'élaboration d'approches novatrices, en renforçant l'application de connaissances en contribuant à des adultes. Il soutient la production, le transfert et à l'alphabétisation et aux compétences essentielles réduire les obstacles non financiers à l'apprentissage, et de contributions non prévues par la loi et vise à Ce programme fonctionne au moyen de subventions

Activité de programme : Apprentissage

Aide financière aux étudiants

nente ou de décès d'un emprunteur qualifié. et la radiation des prêts en cas d'invalidité permala réduction de la dette en cours de remboursement le remboursement, ce qui inclut l'exemption d'intérêt, des dettes pour aider les emprunteurs à effectuer financiers. Il offre en outre des mesures de gestion canadiennes pour études afin de réduire leurs obstacles subventions canadiennes d'accès et des subventions financier manifeste en leur offrant des prêts, des postsecondaires pour les étudiants qui ont un besoin Ce programme favorise l'accès aux études

Prêts

et à temps partiel. sons torme de prêts aux étudiants à plein temps financiers manifestes en offrant de l'aide remboursable postsecondaires aux personnes ayant des besoins Ce programme favorise l'accessibilité des études

Subventions

aux étudiants pour accroître la participation des d'accès et des subventions canadiennes pour études Ce programme offre des subventions canadiennes

Mobilité interprovinciale de la main-d'œuvre

Oe programme coordonne les activités fédérales en vue d'améliorer la mobilité interprovinciale de la maind'œuvre dans le cadre de l'Accord sur le commerce intérieur, de sorte que les travailleurs qui se classent intérieur, de sorte que les travailleurs qui se classent reconnaître leurs compétences ailleurs au pays.

Reconnaissance des titres de compétence étrangers

Ce programme favorise les activités proposées par les conseils sectoriels, les groupes de l'industrie, les organismes de réglementation, les provinces et territoires et les établissements d'enseignement qui s'occupent des questions d'évaluation et de reconnaissance des titres de compétence étrangers.

Programme des travailleurs étrangers temporaires

Ce programme side les employeurs canadiens à combler leurs besoins en ressources humaines en facilitant l'entrée de travailleurs étrangers temporaires dans les secteurs du marché du travail où des pénuries professionnelles sont manifestes, tout en tenant compte des efforts des employeurs en vue de recruter et d'embaucher des Canadiens.

Information sur les compétences et le marché du travail

Ce programme vient en aide aux chercheurs d'emploi aux (qui ont déjà un emploi ou qui sont au chômage), aux personnes devant faire un choix de carrière, aux orienteurs professionnels, aux fournisseurs de services d'emploi, aux employeurs, aux établissements d'enseignement ou d'apprentissage, et aux organismes de développement communautaire qui doivent prendre des décisions éclairées sur les compétences, les ressources humaines et le marché du travail.

Classification nationale des professions

Faisant autorité en ce qui concerne l'information relative aux professions, ce programme décrit les fonctions qu'exercent les Canadiens sur le marché du travail. Elle classifie et décrit 520 groupes de base et comprend plus de 30 000 titres professionnels.

Information sur le marché du travail

Par l'intermédiaire de Service Canada, l'information sur le marché du travail renseigne aussi sur les

des employés. Le financement des projets de l'ICMT sera partagé avec les partenaires; ceux-ci devraient contribuer en espèces ou en nature pour au moins 25 % des coûts du projet. Une aide financière sera offerte aux projets admissibles sous la forme d'une offerte aux projets admissibles sous la forme d'une contribution du Trésor.

Subvention incitative aux apprentis

apprentis favorisera aussi la mobilité interprovinciale. de formation nationales, la Subvention incitative aux pour lesquels il existe des normes professionnelles et l'accent sur les métiers du programme du Sceau rouge, soutenue de l'économie dépend fortement. En mettant de gens de métier spécialisés, dont la croissance et nous permettent de répondre aux futurs besoins à un programme de formation par l'apprentissage pour qu'un plus grand nombre de Canadiens s'inscrivent pourront poser leur candidature. La SIA est un incitatif d'apprentissage le 1 er janvier ou après cette date leur première ou leur deuxième année d'un programme d'apprentissage. Les apprentis inscrits qui ont terminé su cours des deux premières années d'un programme Cette subvention vise à récompenser l'avancement dans, les métiers du programme du Sceau rouge. aux apprentis inscrits à un programme de formation main-d'œuvre en offrant une subvention de 1 000 \$ par l'apprentissage et à améliorer la mobilité de la promouvoir l'accès aux programmes de formation La Subvention incitative aux apprentis vise à

Travailleurs étrangers et immigrants

Cette activité aide les gens formés à l'étranger à bien s'intégrer et à participer au marché du travail canadien, et elle améliore la mobilité interprovinciale des travail e leurs formés à l'étranger ou au pays. Ce travail se fait en collaboration avec les provinces, les territoires, les partenaires et les intervenants de tout le pays, y compris les autres ministères fédéraux, l'industrie y compris les autres ministères fédéraux, l'industrie et les organismes de réglementation.

Portail sur l'immigration

Ce programme enrichit le site Web Se rendre au Canada et il offre aux candidats à l'immigration, aux étudiants, aux travailleurs et aux nouveaux venus des renseignements, des services et des outils qui les aideront à prendre une décision éclairée s'ils veulent venir au Canada et qui faciliteront leur intégration au marché du travail et à la société.

Métiers et apprentissage

au Canada. et privé au renforcement des systèmes d'apprentissage spécialisés, et avec les partenaires des secteurs public la mobilité professionnelle des travailleurs des métiers de l'apprentissage en vue de faciliter et d'accroître l'intermédiaire du Conseil canadien des directeurs collabore avec les provinces et les territoires par métiers et apprentissage. Métiers et apprentissage Oe programme vise la mise en œuvre de la Stratégie

qn 2cean rouge Programme de normes interprovinciales

l'examen interprovincial. au terme de leur apprentissage en réussissant le Sceau rouge sur leur certificat de reconnaissance devenus des compagnons agréés peuvent faire apposer apprentis qui ont achevé leur formation et qui sont nationales pour 49 métiers du Sceau rouge. Les la certification en fonction des normes professionnelles à la normalisation interprovinciale de la formation et à entre les provinces et les territoires du Canada grâce Ce programme facilite la mobilité des gens de métier

en milieu de travail Initiative sur les compétences

exemplaires pour attirer, développer et maintenir de ressources humaines et du partage des pratiques pour l'amélioration des pratiques et des systèmes l'adoption, de la reconnaissance et des récompenses et le recyclage. Elle fait également la promotion de professionnelle, la mise à niveau des compétences pour les personnes au travail, comme la mobilité ment des compétences et d'apprentissage continu la production et le partage de modèles de développenement des capacités en milieu de travail en appuyant possibles. L'ICMT favorise les objectifs de perfectiondu Canada des meilleures interventions stratégiques projets varieront de façon à informer le gouvernement sectorielle pour les autres. La portée et l'étendue des et moyennes entreprises, à une approche plutôt macroéventuelles dans les entreprises, surtout les petites du travail et couvre différents projets - des approches Ce soutien est offert aux différents partenaires du milieu du travail et pour celui-ci est implicite à ces projets. Le développement du capital humain dans le marché pour les employeurs et les Canadiens qui travaillent. sur les résultats du développement des compétences à l'essai et où l'on évalue des approches fondées pilotes fondés sur des partenariats où l'on met Ce programme stimule et soutient des projets

les personnes handicapées Fonds d'intégration pour

à travailler, à décrocher un emploi et à le garder. à aider les personnes handicapées à se préparer organismes qui réalisent des activités d'emploi visant sonnes qui lancent une nouvelle entreprise, et aide aux à acquérir des compétences d'emploi, aide aux pertotalité des frais de scolarité pour aider une personne de travail significative, paiement d'une partie ou de la permettront aux participants d'acquérir de l'expérience de projets élaborés par des organismes parrains qui qu'ils n'embaucheraient pas en temps normal, soutien encourager à embaucher des personnes handicapées à l'emploi (aide financière aux employeurs pour les handicapées de façon à faciliter leur intégration d'emploi visant à répondre aux besoins des personnes servient à la prestation d'interventions et de services pour conserver leur nouvel emploi. Les subventions nome, ainsi qu'acquérir les compétences nécessaires préparer et accéder à un emploi ou à un travail autoles personnes handicapées admissibles peuvent se Régime d'assurance-emploi. Grâce à ce financement, ne sont pas admissibles aux programmes d'emploi du Conçu pour aider les personnes handicapées qui

Compétences en milieu de travail Activité de programme:

Partenariats en milieu de travail

des travailleurs de métiers spécialisés. la formation au Canada, notamment la mobilité et de renforcer les systèmes d'apprentissage par d'investir dans le perfectionnement des compétences en milieu de travail. Ils permettent au secteur privé aient les compétences et les connaissances requises le réseau de l'apprentissage afin que les Canadiens Ces partenariats sont établis avec l'industrie et

Conseils sectoriels

et à l'apprentissage. se penchent sur les problèmes liés aux compétences et par des organisations nationales (sectorielles) qui forme de projets proposés par les conseils sectoriels des conseils sectoriels appuient les activités sous ments de contribution dans le cadre du Programme en milieu de travail en fonction des secteurs. Les paiehumaines et au développement des compétences s'attaquent aux questions relatives aux ressources officiels formés d'entreprises et de travailleurs qui Les conseils sectoriels sont des partenariats nationaux

les travailleurs âgés déplacés sont confrontés. possibles qui permettraient de relever les défis auxquels de faisabilité pour déterminer les mesures actuelles et a été mise en place pendant la réalisation d'une étude de prestation des projets. Cette initiative intérimaire touchées, ainsi que déterminer la conception et le mode et les territoires qui doivent identifier les collectivités grâce à des ententes bilatérales avec les provinces à les réintégrer sur le marché du travail. Elle est offerte le chômage élevé, grâce à des programmes destinés tion des effectifs ou des fermetures considérables, ou chômage dans les collectivités touchées par une réducde deux ans qui vise à aider les travailleurs âgés au initiative fédérale-provinciale-territoriale à frais partagés ciblée pour les travailleurs âgés (ICTA). L'ICTA est une programmes de courte durée, y compris l'Initiative tions urgentes. Ce programme finance également des façon à permettre au Ministère de répondre aux situadu travail, les questions émergentes ou les crises de

Fonds d'habilitation aux communautés de langue officielle en situation minoritaire

des collectivités. développement conjoints visant à accroître la vitalité en vue d'une action, d'une planification et d'un le Fonds veille à la collaboration avec les partenaires comités nationaux (anglophone et francophone), provinciaux et territoriaux. Par l'entremise de deux grammes de RHDSC et des gouvernements fédéral, optimise et complète le financement d'autres prosurtout avec des partenaires fédéraux. Le Fonds l'établissement de partenariats à tous les niveaux, pement communautaire économique en favorisant loppement des ressources humaines et du dévelopla capacité communautaire dans le domaine du dévelangue officielle en situation minoritaire en renforçant développement et la vitalité des communautés de Le Fonds d'habilitation sert à accroître le

Ententes sur le marché du travail visant les personnes handicapées

Elles visent à sméliorer la situation d'emploi des Canadiens ayant une invalidité en améliorant leur employabilité, en augmentant le nombre de possibilités d'emploi qui leur sont offertes et en s'appuyant sur leur actuelle base de connaissances. Elles facilitent la coordination des programmes du marché du travail des coordination des programmes du marché du travail à des accords avec les provinces.

des ressources humaines. Les programmes sur le marché du travail et le développement des compétences dans le cadre de la Stratégie sont donnés dans le cadre d'ententes avec environ 80 signataires d'une entente de développement des ressources humaines autochtones partout au pays. La Stratégie intègre la majorité des programmes de RHDSC pour les Autochtones.

Partenariats pour les compétences et l'emploi des Autochtones

Ces partenariats se font le complément de la Stratégie de développement des ressources humaines autochtones et constituent un programme géré à l'échelle nationale qui vise à soutenir la collaboration entre les groupes autochtones, le secteur privé et les gouvernements provinciaux et territoriaux. L'objectif du Partenariat provinciaux et territoriaux. L'objectif du Partenariat pour les compétences et l'emploi des Autochtones consiste à assurer des emplois viables aux Autochtones consiste à assurer des emplois viables possibilités économiques à grande échelle (comme l'exploitation de mines de diamant, l'exploration et la prospection de pétrole et de gaz, sinsi que des initiatives forestières importantes), se traduisant par initiatives forestières importantes), se traduisant par des avantages à long terme pour les collectivités, les familles et les personnes d'appartenance autochtone.

Stratégie emploi jeunesse

Ce programme sert à bien préparer les jeunes Canadiens à prendre leur place sur un marché du travail en évolution et à y réussir. Cette atratégie est mise en application de concert avec le secteur privé et des organisations non gouvernementales grâce aux efforts collectifs de 12 ministères, organismes et sociétés du palier fédéral sous la direction de RHDSC. RHDSC est responsable d'environ 76 % des fonds du programme, et les autres ministères y consacrent 24 %. Les mesures relevant de la Stratégie emploi jeunesse visent les jeunes de 15 à 30 ans en situation de chôvisent les jeunes de 15 à 30 ans en situation de chôvisent les jeunes et 15 à 30 ans en situation de chôvisent les jeunes se cousemploi. C'est une stratégie nationale dui prévoit un large éventail d'initiatives dans le cadre de trois programmes : Connexion compétences, de trois programmes : Connexion compétences,

Adaptation au marché du travail

Ce programme soutient les objectifs d'intégration du système du marché du travail et fait aussi en sorte que les bons outils seront en place en fonction des besoins d'un marché du travail polyvalent et en expansion. L'adaptation au marché du travail a été établie sion. L'adaptation au marché du travail a été établie à l'origine pour aider à absorber les chocs du marché à l'origine pour aider à absorber les chocs du marché

de soutien (a.-e.) Prestations d'emploi et mesures

autochtones. avec les provinces, les territoires et les peuples les peuples autochtones; et l'appui aux ententes tions à l'efficacité des mesures actives d'a.-e.; novatrices pour réduire les risques par des améliorales capacités en milieu de travail; trouver des solutions d'investissement : accroître l'investissement dans pancanadiennes sont axées sur quatre types de portée nationale ou multirégionale. Les dépenses et aux priorités relatives au marché du travail qui sont et mesures de soutien pour répondre aux questions est utilisé dans le cadre des Prestations d'emploi Du financement pancanadien géré par RHDSC Service Canada, RHDSC et la province ou le territoire. de soutien sont conçues et gérées conjointement par et un territoire, les prestations d'emploi et mesures du marché du travail cogérées dans quatre provinces et à le garder. En vertu d'ententes sur le développement chômage à se préparer à l'emploi, à trouver du travail et mesures de soutien qui aident les participants au l'élaboration et l'exécution de prestations d'emploi La Partie II de la Loi sur l'assurance-emploi autorise

le développement du marché du travail Transferts en vertu des ententes sur

par son réseau de bureaux locaux. des prestations d'emploi et mesures de soutien demeure chargé de la gestion et de l'administration RHDSC (par l'intermédiaire de Service Canada) du marché du travail. Dans ces provinces et territoires, ception des programmes et services de développement Yukon), RHDSC partage la responsabilité de la condu travail cogérées (T.-N.-L., Î.-P.-É, N.-É., C.-B. et des cinq ententes sur le développement du marché d'emploi et mesures de soutien. Pour ce qui est provinciaux et territoriaux analogues aux Prestations et la mise en œuvre de programmes et de services et deux territoires ont pris en charge l'élaboration d'une entente de transfert selon laquelle six provinces et des territoires. Huit d'entre elles ont pris la forme ont été conclues avec l'ensemble des provinces ententes sur le développement du marché du travail Dans le cadre de la Loi sur l'assurance-emploi, des

humaines autochtones Stratégie de développement des ressources

ainsi qu'à rentorcer leur capacité en développement à se préparer à l'emploi, à en trouver un et à le garder, Cette stratégie est conçue pour aider les Autochtones

Services d'actuariat

reurs privés et publics offrant des régimes d'assurance à la Loi sur l'assurance-emploi et sur la pratique d'assude fournir des conseils sur les modifications proposées de la mortalité. L'actuaire en chef se charge également annuel et en surveillant leur qualité au moyen d'études sant leurs provisions actuarielles et leur surplus (déficit) Régime d'assurance de la fonction publique en établisactuarielle pour le Régime de rentes sur l'État et le en raison d'une maladie. On produit une évaluation · parentale) et un régime approuvé d'assurance-salaire provinciaux (comme le Régime québécois d'assurance ment de réductions des primes en raison de régimes assurable permettant de rentabiliser l'a.-e., l'établissetaux des primes et du maximum de la rémunération (a.-e.) d'un rapport annuel sur le calcul actuariel du présentation à la Commission de l'assurance-emploi RHDSC et de Service Canada. Ces services sont la l'assurance-emploi et aux directions générales de professionnels d'actuariat à la Commission de Les Services d'actuariat offrent des services

Prestations de revenu

et de bien-être semblables.

gravement malade qui risque grandement de mourir. qui doivent prendre soin d'un membre de leur famille ou à un enfant adopté ou encore à des travailleurs d'un enfant, de soins à prodiguer à un nouveau-né en raison de maladie, de grossesse, de la naissance souhaitent s'absenter temporairement de leur travail de travail partagé de même qu'aux Canadiens qui cherchent du travail, aux participants à des accords ayant un statut de travailleur indépendant pendant qu'ils aux chômeurs canadiens, y compris aux pêcheurs Ce programme offre une aide financière temporaire

Programmes du marché du travail

tage aux changements sur le marché du travail. à investir dans leur propre intérêt et à s'adapter davancompétences et à les encourager à devenir autonomes, handicapées et les Autochtones, à développer leurs et les groupes cibles, tels les jeunes, les personnes les Canadiens, notamment les adultes sans emploi de la Loi sur l'assurance-emploi. Ils visent à aider au moyen du Trésor et en vertu de la partie 11 Ces programmes offrent des services financés

Description détaillée des programmes par résultat stratégique

Canadiens d'atteindre leur plein potentiel dans la société et dans le marché du travail. Le soutien provient des programmes et des politiques de RHDSC: élaboration et exécution de stratégies de communications ciblées qui informent les Canadiens, surtout les plus vulnérables, sur les programmes et les politiques vulnérables, sur les programmes et les politiques social et sur le marché du travail, et participation des social et sur le marché du travail, et participation des par des discussions et des consultations, ce qui facilité par des discussions et des consultations, ce qui facilité de recherche et d'élaboration de politiques de recherche et d'élaboration de politiques de recherche et d'élaboration de politiques

B. Productivité et participation canadiennes accrues par des marchés du travail efficients et inclusifs, des milieux de travail compétitifs et l'accès à l'apprentissage

Activité de programme : Marché du travail

Assurance-emploi

Ce programme fait la promotion du bien-être individuel, de la stabilité économique et d'un marché du travail souple en offrant une aide financière temportaire aux chômeurs canadiens admissibles en vertu de la partie I de la Loi sur l'assurance-emploi.

L'assurance-emploi comporte un large éventail de prestations adaptées aux besoins des travailleurs et du marché du travail, y compris les Canadiens qui sont malades, qui attendent un enfant, qui doivent prendre soin d'un nouveau-né ou d'un enfant adopté ainsi que ceux qui doivent fournir des soins à un membre de leur famille souffrant d'une maladie an membre de leur famille souffrant d'une maladie

A. Des politiques et des programmes qui répondent aux besoins des Canadiens en matière de capital humain et de développement social de développement social

Activité de programme : Politiques recherche et communications

Politique stratégique

Politique stratégique tâche de relever les défis en matière de développement social et de capital humain qui se présentent aux Canadiens en trouvant des solutions stratégiques et innovatrices. Pour donner suite aux engagements pris par le gouvernement ausite aux engagements pris par le gouvernement dans le domaine des ressources humaines et du développement social, le Ministère se dote de cadres et de stratégies de base sur le plan des politiques et de stratégies de base sur le plan des politiques qui lui permettent aussi de reconnaître les enjeux nouveaux pour les Canadiens.

Analyse et évaluation des connaissances

Analyse et évaluation des connaissances assure la direction de la gestion, de la recherche, de la diffusion, de l'échange, du suivi et des rapports des données, et de l'évaluation afin d'appuyer la reddition de comptes et l'adoption de politiques et de programmes novateurs et répondant aux besoins, ainsi que la prise de décisions fondées sur des preuves par les gouvernedécisions fondées sur des preuves par les gouvernements, les organismes publics, les entreprises, les collectivités, les familles et les citoyens.

Affaires publiques et Relations avec les intervenants

Affaires publiques et Relations avec les intervenants offre des conseils de communications atratégiques et de relations avec les intervenants et de l'aide aux ministres, sous-ministres, ainsi qu'au Ministère. Elle contribue aussi à l'objectif de RHDSC qui consiste à créer des possibilités et des choix permettant aux à créer des possibilités et des choix permettant aux

Section IV

Autres points d'intérêt



aenlement Prêts garantis et à nisques partagés

Prévisions

Dépenses prévues p

canadien de prêts aux étudiants Ventilation consolidée du Programme

Bonification d'intérêts pendant les études (classe A) 2.1 8.0 8.05 8.05 8.05 8.05 8.05 8.05 8.05
Reclamations bakees of bright bardonnes 15,7 15,7 3.7 Reportion de la dette en cours de remboursement 31,4 7.1 7.2 6.8 10,7,7 10,8 10,8 10,8 10,8 10,8 10,7,7 10,8
Reclamations payees of prefs pardonnes 15,7 17,9 3 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 7 7 7 7 8 7 8 7 8 7 8 7 8 7 8 7 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 9 8 9 8 9 8 9 9 8 9
Regenction de la dette en cours de remboursement 31,4 21,7 31,4 19.2 20.8 20.8 3.0
9 % L,8 2, v. L,S1 (A sessio) sebuté sel finebnet sténétric de la fine de la
s relation safequent
ależnemennevnec sobisi de jakinementale
Σ, L1 Γ, Θ 8, L1 Γ, E1 stêrration des prêt seb leso Τ
Sebriase de prêts
Prime de risque
Frais de recouvrement ⁶
รวิจาดี รอง การราชายาทาย
səsuədə
8,5.6 T _{co.} 8,90 to 07 e. 07 f. 07.8
Production contracts at the second position of the second position o
975 0'67 E'55 8'99 (August 1, alica in sea i
snuəsə

Dépenses réelles

du revenu du Canada. a Ces dépenses se rapportent aux prêts canadiens directs d'études mais sont maitenant déclarées par l'Agence

faites dans le Budget 2007. ^b Les dépenses prévues présentées pour l'année 2007–2008 ainsi que les années suivantes, incluent les annonces

Prêts directs seulement

canadien de prêts aux étudiants Ventilation consolidée du Programme

2010-201	2009-2010	2008-2009	2007-2008	2002-9002	2002-2006	(en millions de dollars)
		2 - 2 2				en:1976
1,188	Z'619	S'ISS	L'\$Z\$	£'£\$\$	2'518	
						Sounds
6'241	142,8	6,241	153,7	b'9bI	Z'6ZT	rislizarsid عاد من المارية sabuda noq sannaiben. من المارية عند المارية sabuda xus sabosil ilooq da sabuda noq
						Super-section (A)
8,7	8'4	8'\	t'6	11/2	6'9	
1.5	7'ps)	7759	87.6			eaunice ep on the second
Sti	br:	P.I	E 1·1	Z 11	513	SIE de sembines du marchan de la company de FIS
t'.a	p 95	1-501		7 49	6.17	Total des frais d'administration des prêts
						and the second of the second o
(12	2,802	Z'S6I	5'061	7.363		(A 988615) sabuta sal finabnaq afiningma xus sali 81 🚿 .
8'108	6'492	9'277	1,881	0'57!	41 1 1	d esselo) frembruota pendant le remboursement (classe B)
8,501	9'66	7′86		r'(4		A Walter Contract
8'11	8'01	8'6	9'4	2'2	T'I	Salunding the contract of the
5	p't:		3 ,1	9'0		* * * * * * * * * * * * * * * * * * *
1000	5'5.8	17.5	2161.5	F'096	* (7	
6 the c	4'846	16	£ 90%	€ 1.5	1 -1.9	Fotal du coût de l'aide gouvernementale
5 7	1 202,4	_ 8511	,'41, 1	11506	6158	sesadeb seb leso T
. 'CT.	2 £ 5 5	51.11 7.269	P'1-9	81165		geanlate q, exploitation nets
0,207	6'002	100.		57S	4,750	xusnit noitetiolqx9 b statlus9A

du revenu du Canada.

de remboursement, conformément à la comptabilité d'exercice. © Correspond à l'ajustement de la la provisions pour créances irrécouvrables et la réduction de la dette en cours b Ces dépenses se rapportent aux prêts canadiens directs d'études mais sont déclarées par le ministère des Finances.

des paiements compensatoires aux provinces non participantes et territoires était de 117.6 M\$. et non pas le montant réel versé aux provinces et territoires non participants. En 2006-2007 le montant total d Ces données représentent la charge annuelle comptabilisée en vertu de la méthode de comptabilité d'exercice,

faites dans le Budget 2007. e Les dépenses prévues présentées pour l'année 2007-2008 ainsi que les années suivantes, incluent les annonces

Programmes combinés

canadien de prêts aux étudiants Ventilation consolidée du Programme

	uses brévu		Prévisions 8002_7008		Depenses	- (asollob ob agoillim go)
02-0102	0102-600	2008-2009	2007-2008	/007-00	2002-2006 20	(en millions de dollars)
189	2'619	S'TSS	L'\$L\$	€'85₺	2'518	e un 9 Interets gagnes sur les prēts directs
100	£'£\$	9'75	0'67	ε'ss	8'99	Sommes recouvrées sur les prêts garantis
	1 1	. S	13	_ † [
		116 -	₽'ZES	1,552	9'568	pommes recouvrees sur les reprises de prêts.
145,5	145,8	142,9	7,581	b'9bI	7,621	e sen a sansten se traerr nenteners and sendiener et de pour l'accès aux études
12,5	12.5	12,5	13,9	4,51	13,6	, and a second of the second o
۲,	,	65	X11 1		7 %	an this applitudes they sap 1
1	11	\$13	511	· (9 · .	40	ar osla at the
		2.5		. 1	2 5	Current April 19
	t':1	t-'-:	C DC F	'tr.	681	SIR to sometiments are tend as non-tendent in the biggs of the second section of the section of the second section of the section of t
. 16	<i>t</i> '46	9'411	7'571 .	Z'66	L'+8	Total des frais d'administration des prêts
						nsurades couseuris anx etnqiauts qe j,aiqe donnetueweuraie
1077	2,805	L'CET	c'06;	/'cgT	c'est	(A sezslo) esbuté sel trisprinta printipa xus seil etéréris l'asisse
108	6'492	277,6	1,881	0'571	b'III	d (8 asselo) tramorruodemant el frachand sur sus sèil stêrêtrib sism
t.		7.	1 6	SIT	1,51	Bonification d'intérêts pendant les études (classe A)
2 1	11.21	1 1		"T's	2129	Steel (1 D o - 1) o - 1)
74°C	Δ'SI 6'E	8,8 E,71	2,51	Z'ÞZ	8'tZ t'IE	Réduction de la dette en cours de remboursement
1		clin	0/17	7/17	0/1.7	reances irrecouvrables
't1	1'=1	8 51	9 6 1	0.1	1101	Reduction de la dette en cours de remboursement
15.	4 3.0	11554	11000		-o,	shifter this are the
t, I	1,90	+ S *C	7 155	c t/	2191.	Total du coût de l'aide gouvernementale
Pac 1	0.325	: 6	0.001	i'she	1 18 >	səsuədəp səp jetot
115		373.3	3.4	2 - 35	9 525	Résultate d'exploitation nets
'811	٤ ـ . ١	0'211	t 201	£'10	7 851	ents compensatoires aux provinces non participantes et Territoires
23.9	' () 7	6 255	5:3	5153	- 64	Kesultats d'exploitation finaux

 $^{^{8}}$ Ces dépenses se rapportent aux prêts canadiens directs d'études mais sont maitenant déclarées par l'Agence

du revenu du Canada.

b Ces dépenses se rapportent aux prêts canadiens directs d'études mais sont déclarées par le ministère des Finances.

de remboursement, conformément à la comptabilité d'exercice. © Correspond à l'ajustement de la la provisions pour créances irrécouvrables et la réduction de la dette en cours

des paiements compensatoires aux provinces non participantes et territoires était de 117.6 M\$. et non pas le montant réel versé aux provinces et territoires non participants. En 2006-2007 le montant total d Ces données représentent la charge annuelle comptabilisée en vertu de la méthode de comptabilité d'exercice,

faites dans le Budget 2007. e Les dépenses prévues présentées pour l'année 2007-2008 ainsi que les années suivantes, incluent les annonces

Paiements compensatoires aux provinces et aux territoires non participants

Les provinces et territoires ont le choix de ne pas participer au PCPE. En retour, ils ont droit à un montant compensatoire qui les aide à payer les coûts d'exécution d'un programme analogue d'aide financière aux étudiants.

Engagements

À compter du 17 mars 2008, le PCPE conclura une nouvelle entente avec un seul fournisseur de services. Pour la période allant du 17 mars 2008 au 31 mars 2009, les mouvements de trésorerie prévus pour les contrats de fournisseur de services sont de 85,0 millions de dollars.

tenteront par la suite de récupérer) ¹⁶. Conformément aux accords à risques partagés, les prêts consentis entre le 1 ^{er} août 1995 et le 31 juillet 2000 étaient également garantis dans certaines circonstances. Ce poste représente les coûts associés à cette garantie de prêt.

Conformément à la Loi fédérale sur les prêts aux étudiants et à la Loi fédérale sur l'aide financière aux étudiants, le gouvernement verse à l'établissement prêteur le plein montant du capital non remboursé de même que les intérêts courus si l'emprunteur est décédé ou s'il est atteint d'une incapacité permanente et qu'il ne peut rembourser son prêt sans privations et qu'il ne peut rembourser son prêt sans privations excessives.

Créances irrécouvrables

En vertu du programme de prêts directs, les prêts d'études sont dorénavant la propriété du gouvernement et il doit les comptabiliser en tant qu'éléments d'actif. Par conséquent, les principes comptables généralement reconnus exigent qu'une provision entourant les pertes éventuelles associées à ces prêts soit établie. Cette provision doit être établie au cours de l'année de versement du prêt, et ce, même s'il se peut que les pertes ne surviennent que bien des années plus tard. Les montants représentent les dépenses annuelles enregistrées contre les provisions pour créances irrécouvrables et la réduction de la dette en cours de remboursement sur les prêts directs.

Budget des dépenses 2008-2009 Rapport sur les plans et les priorités

¹⁶ de 1er août 2005, on a annoncé que les activités de perception qui étaient autrefois exécutées par Développement social Canada.

afin que plus d'emprunteurs puissent en bénéficier. l'admissibilité à l'exemption d'intérêts a été relevé le 1 er août 2005, le seuil de revenu fixé pour établir contre les intérêts courus sur les prêts directs. Depuis une dépense d'exemption d'intérêts est enregistrée le cas des prêts consentis après le 1 er août 2000, prêts faisant l'objet d'une exemption d'intérêts. Dans équivalente au montant des intérêts courus sur les prêteuses une indemnisation pour intérêts perdus, avant le 1 er août 2000, le PCPE verse aux institutions des coûts connexes a changé. Pour les prêts consentis l'emprunteur, mais la méthode de comptabilisation

de remboursement Réduction de la dette en cours

à une partie du capital de l'emprunt. 1er août 2000, le gouvernement du Canada renonce de la RDR. Dans le cas des prêts consentis après le réduit par le gouvernement canadien en vertu teuses le montant du capital de la dette de l'étudiant le 1 er août 2000, le PCPE verse aux institutions prêatteindre 6000 \$. Pour les prêts consentis avant atteindre 10000 \$ et enfin, d'une troisième pouvant atteindre 10000 \$, suivie d'une seconde pouvant admissibles sous forme d'une réduction initiale pouvant s'élève à 26 000 \$, lequel sera offert aux emprunteurs le 1 er août 2005, le montant maximum de la réduction la fin des études à temps plein de l'étudiant. Depuis et seulement après une période de cinq ans après des prêts consentis aux emprunteurs admissibles réduit jusqu'à un montant abordable le capital impayé autres mesures d'exemption d'intérêts ont été épuisées, le gouvernement canadien, une fois que toutes les fédéral d'aide au remboursement dans le cadre duquel à rembourser leurs prêts. La RDR est un programme prises avec des difficultés financières à long terme de remboursement (RDR) aide les emprunteurs aux Le programme de réduction de la dette en cours

par une exonération de remboursement Réclamations payées et prêts visés

de recouvrement de l'Agence du revenu du Canada remboursés intégralement que les Services nationaux réclamer une partie du capital ou des intérêts non de certaines conditions, les emprunteurs peuvent privés les prêts d'études non remboursés (sous réserve par des prêteurs privés. Il rembourse aux prêteurs pleinement tous les prêts consentis à des étudiants jusqu'au 31 juillet 1995, le gouvernement garantissait Depuis l'entrée en vigueur du programme, en 1964,

pendant les études Frais d'intérêts liès aux emprunts

augmenteront. d'intérêts liés aux emprunts pendant les études prêts s'est accrue et, par conséquent, les frais bénéficier de plus d'argent, l'affectation totale des Compte tenu que les étudiants peuvent maintenant hebdomadaire des prêts étudiants est plus élevée. leurs études. Depuis le 1 er août 2005, la limite prêts directs pendant que les étudiants poursuivent représentent le coût attribué au PCPE au titre des de financement global de ce ministère. Les montants ce capital est comptabilisé à même les opérations du ministère des Finances et le coût d'emprunt de est réuni grâce aux activités générales de financement Le capital requis pour accorder un prêt direct

pendant le remboursement Frais d'intérêts liés aux emprunts

d'études canadien. pendant que les étudiants remboursent leur prêt le coût attribué au PCPE à l'appui des prêts directs apparaissant dans les tableaux financiers représentent de financement global de ce ministère. Les montants ce capital est comptabilisé à même les opérations du ministère des Finances et le coût d'emprunt de est réuni grâce aux activités générales de financement Le capital requis pour accorder un prêt direct

Bonification d'intérêts pendant les études

prêteuses pour le compte des étudiants. le gouvernement paye les intérêts aux institutions programmes de prêts garantis et à risques partagés, six mois après la fin de leurs études. Dans le cadre des pour les prêts négociés avant le 1 er août 1993, durant sur leurs prêts tant qu'ils étudient à plein temps, et, emprunteurs ne sont pas tenus de payer les intérêts fédéral d'aide aux étudiants est que les étudiants L'une des principales caractéristiques du programme

Exemption d'intérêts

sur les prêts en souffrance du point de vue de aux prêts directs n'a pas affecté l'exemption d'intérêts transition des prêts garantis et à risques partagés pendant une période maximale de 54 mois. La les paiements sur le capital des prêts à rembourser financière couvrant les intérêts et visant à suspendre à rembourser leur prêt peuvent obtenir une aide Les emprunteurs qui ont de la difficulté passagère

Coûts des fournisseurs de services

Le PCPE fait appel à des tiers fournisseurs de services pour administrer la constitution d'un dossier de prêt, la gestion en cours d'études, le remboursement une fois les études terminées et la gestion de la dette. Ce poste représente les coûts associés aux services prévus dans l'accord.

Prime de risque

La prime de risque constitue une partie de la rémunération versée aux institutions prêteuses ayant participé au programme de prêts à risques partagés entre le 1 er août 1995 et le 31 juillet 2000. Elle correspondait à 5 % de la valeur des prêts consolidés, laquelle était calculée et payée au moment où les étudiants terminaient leurs études et commençaient à rembourser leur dette. En retour, les prêteurs à rembourser leur dette. En retour, les prêteurs assumaient tous les risques associés au nontremboursement des prêts.

Reprise de prêts

Selon les dispositions des accords conclus avec les institutions prêteuses, le gouvernement achète du prêteur les prêts d'études non remboursés depuis au moins 12 mois et dont la somme totale n'excède pas 3 % du solde mensuel moyen des prêts en cours de remboursement mais non remboursés de l'institution prêteuse. Le montant payé est établi à 5 % de la valleur du prêt en question. Les montants comprennent également les sommes versées aux institutions financières participantes sur les recouvrements.

Frais d'administration des provinces et territoires

Conformément à la Loi fédérale sur l'aide financière aux étudiants, le gouvernement a conclu avec neuf provinces participantes et un territoire des accords visant à faciliter l'administration du PCPE. Les provinces et le territoire administrent les activités de mise en application et d'évaluation des besoins inhérentes au programme fédéral d'aide aux étudiants et, en contrepartie, les frais d'administration leur sont payés. Depuis le 1 et soût 2005, les frais administratits versés aux provinces ont augmenté afin de mieux compenser pour le rôle qu'elles jouent dans l'administration du Programme canadien de prêts aux étudiants.

du prêteur. Le montant payé est établi à 5 % de la valeur du prêt en question. Les montants représentent le recouvrement du capital et des intérêts de ces prêts.

Subventions canadiennes pour études et pour l'accès aux études

(jusdu'à 2000 \$ par année) leurs études et pour couvrir leurs frais de subsistance incapacité permanente pour les inciter à poursuivre anu tneys stratibuté sel (2 te (2 000 5 eb mumixem nu postsecondaires (50 % des frais de scolarité, jusqu'à qui entreprennent leur première année d'études unever eldist à faille à faible revenu pour l'accès aux études sont disponibles pour aider Depuis le 1 et août 2005, deux subventions canadiennes année pour une période pouvant aller jusqu'à trois ans). de doctorat dans certains domaines (jusqu'à 3000 \$ par 1 200 \$ par année); 4) celles destinées aux étudiantes aux étudiants à temps partiel dans le besoin (jusqu'à pour les étudiants à temps partiel); 3) celles destinées pour les étudiants à temps plein et jusqu'à 1 920 \$ des personnes à charge (jusqu'à 3120 \$ par année par année); 2) celles destinées aux étudiants ayant frais liés aux études postsecondaires (jusqu'à 8000 \$ étudiants ayant une incapacité permanente pour les de subventions sont offertes: 1) celles destinées aux de l'aide financière non remboursable. Quatre types en offrant à des étudiants de niveau postsecondaire améliorent l'accessibilité aux études postsecondaires Subventions canadiennes pour l'accès aux études Les Subventions canadiennes pour études et les

Frais de recouvrement

Les frais de recouvrement correspondent à ce qu'il en coûte pour faire appel à des agences privées dans le but de recouvrer les prêts d'études canadiens non remboursés. Les prêts faisant l'objet de mesures de recouvrement sont : les prêts à risques partagés et les prêts garantis qui sont en souffrance pour lesquels prêts garantis qui sont en souffrance pour lesquels prêts directs versés après le 31 juillet 2000 qu'un tiers prêts directs versés après le 31 juillet 2000 qu'un tiers qu'ils n'étaient pas remboursés. Depuis le qu'ils n'étaient pas remboursés. Depuis le fiscaux de l'Agence du revenu du Canada (ARC) assume la responsabilité d'administrer le recouvrement des prêts d'études garantis, à risques partagés et directs.

¹⁵ La nouvelle Subvention canadienne d'accès pour étudiants ayant une invalidité permanente a remplacé la Subvention canadienne pour études à l'intention des étudiants dans le besoin ayant une incapacité permanente.

canadien de prêts aux étudiants Rapport consolidé du Programme

Canada (RHDSC) et du gouvernement. de Ressources humaines et Développement social ls sont déclarés séparément dans les états financiers avec les dépenses dans les comptes du PCPE, mais doivent être crédités au Trésor. Ils n'apparaissent pas

Revenus d'intérêts sur les prêts directs

augmenteront sans doute. totale des prêts et les revenus générés par les intérêts les étudiants bénéficient de plus d'argent, l'affectation à 210 \$ par semaine d'études. Compte tenu que la limite hebdomadaire des prêts est passée de 165 \$ garantis ou à risques partagés. Depuis le 1 er août 2005, tement aux prêteurs privés l'intérêt couru sur les prêts nement. Les emprunteurs continuent de payer direcimpayé des prêts directs et remboursables au gouverreprésentent uniquement l'intérêt couru sur le solde ou un taux fixe (taux préférentiel + 5 %). Les montants un taux d'intérêt variable (taux préférentiel + 2,5 %) plein. Quand ils quittent l'école, ils peuvent opter pour sur leurs prêts lorsqu'ils terminent leurs études à temps Les emprunteurs sont tenus de payer l'intérêt simple

sur les prêts garantis Recouvrement des intérêts

et des intérêts de ces prêts en souffrance. Les montants représentent le recouvrement du capital toujours un remboursement du capital et des intérêts). souffrance (c.-à-d. pour lesquels les prêteurs attendent les prêts consentis avant le 1er août 1995 restés en Le gouvernement rembourse aux prêteurs privés

Sommes récupérées sur les reprises de prêts

mensuel moyen des prêts d'études non remboursés et qui, au total, ne sont pas supérieurs à 3 % du solde pendant au moins 12 mois après la période d'études 1995 et le 31 juillet 2000 restés en souffrance participantes tous les prêts consentis entre le le gouvernement acquerra des institutions financières En vertu des accords sur les prêts à risques partagés,

> aux étudiants 14. et juillet 2000, au financement direct des prêts place avec les institutions financières entre 1995 le passage du financement à risques partagés, en 🛂 canadien de prêts aux étudiants (PCPE) a été n août 2000, le fait marquant pour le Programme

> deux fournisseurs de services à contrat à un seul. le gouvernement du Canada fera la transition de de services administrent les prêts. En mars 2008, finance lui-même les étudiants, et deux fournisseurs les nouvelles ententes, le gouvernement du Canada pour financer directement les prêts aux étudiants. Selon Il a donc fallu repenser les mécanismes de prestation

Entité comptable

la Loi fédérale sur l'aide financière aux étudiants. par la Loi fédérale sur les prêts aux étudiants et sont avant tout les dépenses législatives autorisées application. Les montants représentant les dépenses et non sur les activités du Ministère entourant son Le présent rapport porte uniquement sur le PCPE

Méthode comptable

Canadien des Comptables Agréés. de comptabilité pour le secteur public de l'Institut au Canada, tels que reflétés dans le Manuel aux principes comptables généralement reconnus Les tableaux financiers sont préparés conformément

particulières Conventions comptables

Revenus

au gouvernement, les revenus de ces deux sources prêts. Selon les conventions comptables en vigueur recouvrées sur les prêts garantis et les reprises de ntérêts gagnés sur les prêts directs et les sommes Deux sources de revenus sont présentées : les

passerelles/topiques/cxp-gxr.shtml 14 Pour plus de renseignements sur le Programme canadien de prêts aux étudiants, voir http://www.rhdsc.gc.ca/fr/

Les évaluations sommatives des Prestations d'emploi et mesures de soutien visent à fournir de l'information sur la façon dont les Prestations d'emploi et mesures de soutien aident les participants à se préparer, à trouver et à conserver un emploi. En plus des conséquences sur l'emploi, ces évaluations examinent une gamme de résultats se rapportant à la participation sux Prestations d'emploi et mesures de soutien, y compris l'acquisition de compétences, la qualité des emplois et l'amélioration de l'autonomie que favorise emplois et l'amélioration de l'autonomie que favorise le soutien du revenu offert par le gouvernement.

Les résultats des évaluations (formatives et sommatives) effectuées à ce jour soulignent l'importance que revêtent le contexte socio-économique local et les caractéristiques des clients en ce qui concerne l'élaboration des programmes et les résultats auxquels ceux-ci donnent lieu. Les écarts dans les situations socio-économiques locales semblent avoir une incidonce sur la mise en œuvre et l'efficacité des Prestations d'emploi et mesures de soutien, ce qui donne à penser qu'il est important d'adapter les programmes aux besoins locaux afin d'améliorer les résultats des interventions.

Résultats prévus

On a établi un cadre de responsabilité qui respecte la responsabilité légale du ministre des Ressources humaines et du Développement social en ce qui concerne le Compte d'assurance-emploi. Des indicateurs clès mesureront les résultats à court et à long terme des Prestations d'emploi et mesures de soutien.

On prévoit que 352 000 prestataires actifs et anciens prestataires recevront de l'aide en 2008–2009. Ces prévisions peuvent changer en fonction des conditions qui prévalent sur le marché du travail et des ententes conclues avec les provinces et les territoires.

Des évaluations formatives ont été réalisées au cours de la mise en œuvre initiale des programmes offerts dans le cadre des Ententes sur le développement du marché du travail, soit entre 1999 et 2002. Celles-ci portaient sur les problèmes liés à la conception, à l'exécution et à la mise en œuvre des programmes; la satisfaction de la clientèle et le succès à court terme.

Pour de plus amples renseignements sur les évaluations formatives, cliquer sur ce lien : http://www.hradc.gc.ca/fr/publications_ressources/evaluation/index.shtml

Prestations d'emploi et mesures de soutien (Activités de la Partie II de l'a.-e.) a

etitos seristaten d sivnes	Prestations non payées	Clients employés/ travailleurs indépendants	
362703	\$ M E, 187	201227	Pésultats ciblés 2006-2007°
374132	\$ W 0'898	210232	Pésultats réels 2006–2007 d
757 178	\$ W 9'0 1 8	208 282	Pésultats ciblés 2007-2008 °
362 000	* W 0'098	216000	Pésultats prévus 2009–2009

a Y compris les clients autochtones pancanadiens.

^b Sont compris dans les « prestataires actifs servis » les prestataires d'assurance-emploi actifs de toutes les régions et provinces et de tous les ferritoires ainsi que les anciens prestataires d'assurance-emploi du Québec. Il est précisé dans l'entiente avec le Québec que cette province doit rendre compté à la fois des prestataires actifs et des anciens prestataires.

[©] Les régions, les provinces et les territoires font état des résultats ciblés. Les objectifs pancanadiens concernant les Autochtones, qui sont fondés sur les résultats effectifs de l'année précédente, s'ajoutent aux résultats ciblés des régions, provinces et territoires.

^d Représentent un compte par client, afin d'éviter de tenir compte deux fois des clients qui ont été bénéficiaires de Prestations d'emploi et mesures de soutien régulières et de Prestations d'emploi et mesures de soutien

pancanadiennes destinées aux Autochtones.

de dollars en 2000-2001. La somme réinvestie a plafonné à 800 millions et à les aider à retourner au travail plus rapidement. et servira à offrir des possibilités d'emploi aux Canadiens de l'assurance-emploi est comprise dans ces fonds de revenu de la Partie I résultant de la réforme Une partie des économies liées aux prestations

Données financières

en 2008-2009. imposé par la loi, estimé à 3,603 milliards de dollars pourcentage est inférieur au maximum de 0,8 p. 100, 450,342 milliards de dollars en 2008-2009. Ce total de la rémunération assurable, estimé à emploi (Partie II) représente 0,5 p. 100 du montant 2,18 milliards de dollars en vertu du Plan d'assurance-L'autorisation demandée d'engager des dépenses de

Plan de l'assurance-emploi de 2008-2009

nel9 ub letoT	Reinvestissement	Ваѕе	(en millions de dollars)
1,881	1,87	0'09	Terre-Neuve-et-Labrador
0,18	8,08	۲,03	Nouvelle-Écosse
7,26	۲,24	9'09	Nouveau-Brunswick
6'9Z	0,01	6'91	lle-du-Prince-Édouard
9'869	۲,842	360,5	Québec
8,263	l' 1 81	7,848	. oinstrio
2,84	2,01	0,85	sdotinsM
8,85	6'6	6'8Z	Saskatchewan
8,801	6'98	6'69	Alberta
8,8	9'١	۲,۱	Territoires du Nord-Ouest
8,2	٥'١	8,1	Nunavut
284,3	۲,۱۵۱	132,6	Oolombie-Britannique
7,8	2,0	۷'۱	
0,036 1	0,008	1120,0	
5,381	0,0	٤,381	Responsabilités pancanadiennes ^a
0 436 3	0 008	6 966 1	Fonds disponibles pour les prestations
2 136,3	0,008	£,35£ 1	d'emploi et les mesures de soutien

et les projets d'innovation. ⁸ Fonds réservés aux priorités pancanadiennes telles que les programmes pour les Autochtones, les projets sectoriels

d'un nouveau-né ou d'un enfant adopté). ont quitté le marché du travail pour prendre soin au cours des cinq dernières années après quoi elles ont touché des prestations de maternité ou parentales au cours des trois dernières années et personnes qui emploi pendant une période qui s'est terminée (personnes qui ont touché des prestations d'assuranceemploi : prestataires actifs et anciens prestataires assurés visés à l'article 58 de la Loi sur l'assuranceprogrammes de prestations d'emploi les participants Sont admissibles à l'aide offerte dans le cadre des

les suivantes : de placement. Les trois mesures prévues sont mesures de soutien pour appuyer le Service national La Partie II de la loi autorise également l'adoption de

- aux chômeurs. des organismes à fournir des services d'emplois Services d'aide à l'emploi — Pour aider
- des mesures de réaménagement des effectifs. en matière de ressources humaines et à prendre développer leur capacité de satisfaire aux exigences d'employés ou d'employeurs et les collectivités, à inciter et soutenir les employeurs, les associations Partenariats du marché du travail — Pour
- des membres productifs du marché du travail. ou rester aptes à occuper un emploi et à être meilleures façons d'aider les personnes à devenir • Recherche et innovation — Pour trouver de

et mesures de soutien Prestations d'emploi

Les cinq prestations d'emploi sont les suivantes :

- pas d'une subvention. recruteraient pas normalement s'ils ne disposaient les employeurs à recruter des personnes qu'ils ne Subventions salariales ciblées — Pour inciter
- au démarrage de leur entreprise. les particuliers à créer leur propre emploi grâce Aide au travail indépendant — Pour aider
- chances de trouver un emploi durable. une expérience de travail en vue d'améliorer leurs Pour offrir aux particuliers la possibilité d'acquérir Partenariats pour la création d'emplois —
- les frais de scolarité. supplémentaires qui ne sont pas inclus dans financés par ces derniers pour supporter les coûts territoires ou aux établissements d'enseignement des contributions sont versées aux provinces ou accroîtront leur employabilité; dans les cas applicables, compétences de nature générale ou spécialisée qui aider directement les particuliers à acquérir des Développement des compétences – Pour
- les particuliers à accepter un emploi. Pour offrir des stimulants financiers qui incitent Suppléments de rémunération ciblés —

à arrêter un modèle réalisable. ciblés, mais RHDSC n'est pas encore parvenu évaluer l'efficacité des Suppléments de rémunération application. Des projets pilotes ont été menés pour de rémunération ciblés n'a pas encore été mis en mentionnées plus haut, le programme de Suppléments Il est à noter que parmi les prestations d'emploi

Plan des dépenses 2008-2009 Assurance-emploi, Partie II

a aussi été signée avec la Nouvelle-Ecosse. qui est une variante d'une entente de cogestion, le Yukon. Une entente de partenariat stratégique,

et mesures de soutien. d'emploi semblables aux Prestations d'emploi à la conception et à l'exécution de programmes actifs pour un transfert de responsabilités en ce qui a trait Yukon). Les négociations viseront à établir des ententes Édouard, Nouvelle-Écosse, Colombie-Britannique et de cogestion (Terre-Neuve-et-Labrador, Ile-du-Princeet au territoire avec lesquels il a conclu des ententes des programmes actifs d'emploi aux quatre provinces responsabilité de la conception et de l'exécution a annoncé son intention d'offrir de transférer la Dans le Budget 2007, le gouvernement du Canada

du Trésor. sont le but d'une autre présentation au Conseil locaux seront négociés individuellement. Ces coûts l'élaboration des systèmes et le réaménagement des délais de mise en œuvre et le financement requis pour pour ce qui est de l'exécution des programmes, les Les secteurs spécifiques de responsabilité

des ressources humaines autochtones. le cadre des Ententes sur le développement en œuvre par des organisations autochtones dans Prestations d'emploi et mesures de soutien mises comprennent des programmes semblables aux et mesures de soutien. Les activités pancanadiennes territoires dans le cadre de ses Prestations d'emploi exécutées par RHDSC dans les provinces et les dont la portée est nationale ou plurirégionale sont locale ou régionale, des activités pancanadiennes et autres programmes semblables offerts à l'échelle Outre les Prestations d'emploi et mesures de soutien

Contexte

et mesures de soutien. actifs d'emploi semblables aux Prestations d'emploi d'emploi et mesures de soutien et d'autres programmes de programmes qui portent le nom de Prestations canadiens à retourner sur le marché du travail. Il s'agit puissent de manière plus efficace aider les chômeurs la mise en œuvre de programmes actifs d'emploi qui avec les provinces et les territoires à l'élaboration et à → le gouvernement fédéral à travailler de concert a Partie II de la Loi sur l'assurance-emploi oblige

sur le développement du marché du travail: et les territoires. Il y a deux types d'Ententes du travail ont été signées avec toutes les provinces travail, des Ententes sur le développement du marché d'assurer une meilleure mise en valeur du marché du riats bilatéraux avec les provinces et les territoires afin gouvernement du Canada de conclure des partena-Conformément à l'offre faite en 1996 par le

- de l'article 63 de la Loi sur l'assurance-emploi. consistent en des contributions faites en vertu Ouest et le Nunavut. Ces programmes semblables Saskatchewan, l'Alberta, les Territoires du Nord-Brunswick, le Québec, l'Ontario, le Manitoba, la telles ententes ont été conclues avec le Nouveau-Prestations d'emploi et mesures de soutien. De de programmes actifs d'emploi semblables aux sabilité de l'élaboration et de la mise en œuvre la province ou le territoire assume l'entière respon-Des ententes de transfert dans le cadre desquelles
- la Nouvelle-Écosse, la Colombie-Britannique et Terre-Neuve-et-Labrador, l'Ile-du-Prince-Edouard, De telles ententes ont été conclues avec des services continuent de relever de RHDSC. que l'exécution des programmes et la prestation Prestations d'emploi et mesures de soutien tandis conjointe de la planification et de l'élaboration des avec la province ou le territoire la responsabilité et Développement des compétences Canada, assure Canada (RHDSC), autrefois Ressources humaines Ressources humaines et Développement social Des ententes de cogestion dans le cadre desquelles

Fonds d'assurance en vigueur action publique est le Fonds d'assurance de la fonction publique est composent des primes et d'une somme le Fonds d'assurance de la fonction publique est composent des primes et d'une somme la fonction publique est composent des primes et d'une somme la fonction publique est d'

couscripteurs était de 87,7 ans. Les rentrées et autres composent des primes et d'une somme (imputées aux dépenses) qui a été transférée du Trésor afin de permettre d'équilibrer l'actif et le passif actuariel du programme. Les paiements et autres débits se composent de prestations de décès, de rentes en règlement versées aux prestataires de rentes en règlement de primes.

Conformément aux dispositions du paragraphe 16(3) du Règlement concernant l'assurance du service civil, tout déficit sera crédité au compte du Trésor.

du service civil. et de l'évaluation actuarielle de la Loi sur l'assurance humaines a assumé la responsabilité de l'administration le ministère du Développement des ressources retraite des Forces canadiennes. À compter d'avril 1997, de la fonction publique et de la Loi sur la pension de canadiennes dans le cadre de la Loi sur la pension de décès pour la fonction publique et les Forces en 1954, du Régime de prestations supplémentaires veau contrat n'a été émis depuis l'entrée en vigueur, prestations établies en vertu de contrats. Aucun nouindéterminée de tout secteur de la fonction publique, aux fonctionnaires nommés dans des postes à durée Finances de verser certaines prestations de décès du service civil, afin de permettre au ministre des un compte qui a été établi par la Loi sur l'assurance

uvèrq	Prévision	le	ьèЯ	
2008-2008	2007-2008	7002-900	2002-2008	(en millions de dollars)
L 'S	0'9	€'9	9'9	olde d'ouverture
۱٬0	١,0	0,0	۲,0	evenus et autres crédits
ε'0	⊅ '0	6,0	⊅'0	ersements et autres charges
2,0	٤,0	8,0	8,0	excédent des paiements et autres charges ur les revenus de l'exercice
9'9	- L'G	0'9	£,8	olde de fermeture

introuvables, sont virés aux recettes non fiscales. aux rentes non réclamées, concernant les rentiers virés aux recettes non fiscales. Les montants reliés les excédents actuariels et les postes non réclamés de décès, les remboursements et retraits de primes, de rentes acquises, la valeur de rachat des prestations paiements et autres débits représentent le paiement ment requis afin de combler le déficit actuariel. Les précédemment introuvables, l'intérêt gagné et tout virereçues, les fonds réclamés au Trésor pour les rentiers Les rentrées et autres crédits comprennent les primes

vers I'an 2030. en vigueur dont le dernier remboursement débutera Au 31 mars 2007, il restait 1 981 rentes différées

Compte des rentes sur l'État

ou crédité au Trésor. exercice, et le déficit ou l'excédent est imputé compte est évalué sur une base actuarielle à chaque a mis fin à la vente de rentes sur l'État en 1975. Le du rendement des rentes sur l'Etat. Cette dernière rentes sur l'Etat, et modifié par la Loi sur l'augmentation Ce compte a été constitué par la Loi relative aux

la flexibilité de leurs modalités. des contrats de rente sur l'Etat et d'augmenter avait pour buts d'augmenter le taux de rendement l'augmentation du rendement des rentes sur l'État futurs par l'achat de rentes sur l'État. La Loi sur d'encourager les Canadiens à pourvoir à leurs besoins L'objectif de la Loi relative aux rentes sur l'Etat était

Comptes des rentes sur l'État Etat des résultats et provisions mathématiques

7,272	2967	4,615	3,745	Solde à la fin de l'exercice
				Provisions mathématiques -
9,1	9'1	2,9	3,5	Surplus actuariel
21,3	22,3	24,9	5,65	charges sur les revenus de l'exercice
				Excédent des versements et autres
45,0	7,44	9'47	0,13	Versements et autres charges
7,02	₽'ZZ	7,22	54,5	∠e∧eunz
5962	319,4	3,748	3,775	Solde au début de l'exercice
				- saupitsmathémativor9
2008-2009	2007-2008	2006-2007	2005-2006	(en millions de dollars)
Prėvu	Prévision	Rèel		
			_	

en fin d'exercice par rapport à la valeur des dépenses. de l'actif sur les dépenses reflète la valeur de l'actif institutions financières au 31 décembre 2006. Le ratio du Canada publié par le Bureau du surintendant des le Rapport actuariel (23°) sur le Régime de pensions du 31 décembre 2010 au 31 décembre 2035, selon de pensions du Canada pendant la périodè allant et des dépenses qui auront une incidence sur le Régime Le tableau qui suit indique les prévisions des revenus

Prévisions à long terme

population de l'ensemble des provinces. doivent détenir au moins les deux tiers de la par au moins les deux tiers des provinces et qui de rajustement automatique doivent être approuvées Les modifications au barème des taux ou à la formule Régime en situation de vieillissement de la population. le taux de cotisation suffira à assurer la viabilité du automatiquement, selon une formule qui garantit que entente conclue entre les ministres des Finances, ou rajustements sont mis en œuvre, via la loi ou à une nécessaire de rectifier le barème. Le cas échéant, les Finances. Cet examen permet de déterminer s'il est par le ministre fédéral et les ministres provinciaux des de cotisation et un examen réalisé tous les trois ans Canada prévoit l'établissement d'un barème des taux La législation régissant le Régime de pensions du

Prévision des revenus et des dépenses

		e dollars	En millions o		%	əənnA
Ratio actif/ dépenses	Actif au. 31 déc.	Dépenses	Revenus de placement	Socialion	Taux de cotisation	
⊅ ∠'⊅	162 611	32 504	8 351	099 98	06'6	2010
6,20	234 965	42 729	14 386	£96 77	06'6	2015
2,54	332 360	FET 93	21 300	101 99	06'6	2020
19,8	789 rap	997 47	. 28 031	998 69	06'6	2025
59,8	076 4370	Z9Z 96	687 35	890 98	06'6	2030
92,70	607 117	209 611	45 143	⊅0∠ 90 l	06'6	2035

source: 23e rapport actuariel du Bureau du surintendant des institutions financières Canada (Tableau 11).

Régime de pensions du Canada - Sommaire

Solde de fin d'année	121 121	188 911	124 739	129 888	
Augmentation	01771	017.81	806 7	67l G	
Total des dépenses	52 439	689 97	28 086	S78 6S	
Dépenses Paiements de prestations Frais d'administration	74 977 74 977	26 115 574	418 TS 278	29 106 269	
Total des revenus	641 54	45 399	32 994	34 824	
Revenus Cotisations Revenu de placement Régime de pensions du Canada Office d'investissement du RPC ° Fonds d'investissement du RPC ° Total du revenu de placement	711 06 12 818 818 250 61	32 355 92 71 747 13 044	786 2£	9 - 9 81878	
(en millions de dollars)	2002-2006a 20	06-2007	2007-2008	2008-2009	-

Réel

Prévu

Prévisions

a Les données réelles 2005-2006 ont été redressées.

quotidien de fonctionnement. b Le revenu de placement du Régime de pensions du Canada comprend seulement les revenus d'intérêts du solde

ne sont pas présentés pour l'année 2007-2008 et 2008-2009. en actions. Il est difficile de prévoir la valeur marchande future de ces revenus. Donc, les revenus des placements déterminés principalement par les intérêts obligataires et les changements dans la valeur marchande des placements financiers vérifiés de l'Office. Celui-ci investit principalement dans les actions. Les revenus des placements sont c Les montants réels liés à l'Offlice d'investissement du Régime de pensions du Canada sont basés sur les états

toutes les obligations ont été transférées à l'Office d'investissement du Régime de pensions du Canada. de ces placements. Le Fonds de placement du Régime de pensions du Canada a cessé d'exister en avnii 2007 lorsque de ce Fonds sont composés des intérêts produits par les obligations ainsi que des changements dans la valeur marchande et fédérales. Depuis le 31 mars 2004, ces obligations sont évaluées à la valeur marchande. Les revenus provenant d Le Fonds d'investissement du Régime de pensions du Canada est composé d'obligations provinciales, territoriales

Sommaire financier

On prévoit que les prestations atteindront 29,1 milliards de dollars en 2008–2009, soit une hausse de 1,6 milliard de dollars, ou 5,8 %, par rapport à 2007–2008, selon les prévisions sur la population des prestataires et la moyenne des prestations. En 2008–2009, on s'attend à une croissance nette de 3,6 % du nombre de prestataires et à une croissance nette de 2,5 % du nombre de prestataires et à une croissance nette de 2,5 % du nombre de prestataires des prestations.

Le tableau sommaire suivant résume les résultats financiers du Régime de pensions du Canada entre 2005–2006 et 2008–2009. En 2002–2003, le gouvernement du Canada a délaissé la méthode de comptabilité d'exercice modifiée pour adopter la méthode méthode a été appliquée rétroactivement et les états méthode a été appliquée rétroactivement et les états

De même, depuis l'adoption du projet de loi C-3 en 2003–2004, l'évaluation des obligations provinciales-territoriales et fédérales ne se fait plus au prix coûtant mais à la valeur marchande. Ce changement a été appliqué rétroactivement et les états financiers ont été redressés en conséquence.

Le solde cumulatif du Régime de pensions du Canada devrait augmenter à environ 124.7 milliards de dollars d'ici au 31 mars 2008. À l'heure actuelle, le Régime de pensions du Canada dispose de fonds équivalant à quatre fois ses prestations et, d'ici 2021, équivalant à quatre fois ses prestations et, d'ici 2021, ce ratio devrait augmenter à environ 5,6 fois.

du Régime de pensions du Canada reçoit les fonds excédentaires qui ne sont pas nécessaires pour payer les prestations et les dépenses afférentes au Régime de pensions du Canada en fonction des prévisions hebdomadaires, mensuelles et semestrielles produites par le personnel chargé de la comptabilité du Régime de pensions du Canada.

- Le Fonds d'investissement du Régime de pensions du Canada a été établi pour enregistrer les investissements dans les titres des provinces, des territoires et du Canada. Après l'adoption du projet de loi C-3 de pensions du Canada a été transféré graduellement de pensions du Canada au l'investissement du Régime de pensions du Canada sur une période de trois ans. Le transfert du Fonds d'investissement a débuté le 1 er mai 2004 et a pris fin le 1 er avril 2007. Ce jour-là, le Fonds d'investissement du Régime de pensions du Canada a cessé d'exister.
- au Canada. les investissements des autres régimes de retraite soumis à des règles semblables à celles qui régissent gouvernements dans des rapports réguliers. Il est rendre compte de ses opérations au public et aux du Régime de pensions du Canada. 13 L'Office doit de l'intérêt sur les fonds transférés du Compte paiement courant des pensions et en accumulant de pensions du Canada n'a pas besoin pour le permanent en plaçant les fonds dont le Régime du Canada à atteindre un financement de régime sa raison d'être est d'aider le Régime de pensions ll a commencé à être exploité en mars 1999 et établie par une loi du Parlement en décembre 1997. du Canada est une société d'Etat indépendante • L'Office d'investissement du Régime de pensions

Des informations sur l'Office d'investissement du Régime de pensions du Canada peuvent être trouvées su http://www.cppib.ca/fr.

Revenus

du programme.

17.0202 ioi'b % 0,8 & te e fos ioi'b 2,8 & dépenses de l'année suivante passerait de 4,1 en 2006, des 13 prochaines années. Le ratio de l'actif sur les par la loi, l'actif devrait nettement augmenter au cours loi. En appliquant le taux de cotisation de 9,9 % prévu à 0,08 % en deçà du taux de cotisation prévu par la supplémentaire ne s'impose; ce taux se situe du projet de loi C-36 sans qu'une augmentation deux objectifs d'ordre financier mis au premier plan

retraite augmentera. le nombre de baby-boomers qui prendront leur croissants auxquels on peut s'attendre à mesure que une réserve suffisante pour aider à acquitter les coûts les marchés financiers. Avec le temps, il se constituera du Régime de pensions du Canada, qui les place sur des prestations sont conflés à l'Office d'investissement sont pas immédiatement nécessaires au paiement versées au cours de cette période. Les fonds qui ne sorte que les cotisations dépasseront les prestations Ainsi, entre 2001 et 2019, cette approche fera en

de retraite dans le monde. d'avant-garde pour la gestion des régimes publics l'évolution de la population et il constitue un modèle vulnérable devant la conjoncture économique et le système canadien de revenu de retraite est moins Grâce à ce mode de financement diversifié,

Revenu de placement

les intérêts obligataires. produisent des revenus, auxquels s'ajoutent dans l'immobilier et sur le marché monétaire Les investissements sur le marché des actions,

Responsabilité financière

se répartissent en trois composantes : Le Régime de pensions du Canada et ses ressources

depuis septembre 2004, l'Office d'investissement et le transfert s'est terminé en août 2005. Par ailleurs, d'investissement du Régime de pensions du Canada du Canada a commencé à être transférée à l'Office tionnement 12 du compte du Régime de pensions du Régime. En septembre 2004, la réserve de foncet les prestations ainsi que les frais d'administration sert à enregistrer les cotisations, l'intérêt, les pensions • Le Compte du Régime de pensions du Canada

> du Canada et les frais d'administration liés à la gestion comprennent les prestations du Régime de pensions plus cotiser au Régime. Les dépenses de ce dernier Canada ou qui atteignent l'âge de 70 ans ne peuvent de retraite ou d'invalidité du Régime de pensions du annuel. Les personnes qui touchent des prestations l'industrie au Canada et fait l'objet d'un rajustement dépend du taux moyen de rémunération dans mum est constant à 3500 \$, tandis que le maximum gains ouvrant droit à pension pour l'année). Le minide l'année) et le maximum déterminé (maximum des situe entre le minimum déterminé (exemption de base sur la partie de la rémunération du cotisant qui se revenus de placement. Les cotisations sont payées et des travailleurs autonomes, ainsi que par des cotisations obligatoires des salariés, des employeurs Le Régime de pensions du Canada est financé par les

> hybride par répartition et par capitalisation intégrale. financement du Régime et opté pour un financement trateurs ont plutôt choisi de modifier le mode de population active durant ces années. Les adminisfardeau financier aux Canadiens faisant partie de la Régime par répartition, car cela imposerait un lourd qu'il n'était plus possible de continuer à financer le coûts sensiblement plus élevés. Il est devenu évident les trente années suivantes se sont traduites par des et les modifications apportées aux prestations dans Toutefois, l'évolution de la population et de l'économie payées par les cotisations des générations suivantes. les prestations d'une génération seraient largement disposant d'une petite réserve. Cela voulait dire que de pensions du Canada était un régime par répartition Quand il a été mis en œuvre en 1966, le Régime

> pour assurer la viabilité du Régime conformément aux représente le taux le plus faible pouvant être appliqué cotisables pour l'année 2010 et par la suite. Ce taux de régime permanent est de 9,82 % des gains pensions du Canada indique que le taux de cotisation institutions financières sur la viabilité du Régime de 23e Rapport actuariel du Bureau du surintendant des en 2003 pour demeurer à ce niveau par la suite. Le progressivement passer de 5,6 % en 1996 à 9,9 % permanent » en vertu duquel le taux de cotisation allait ont adopté un mode de financement dit « de régime En 1998, les gouvernements fédéral et provinciaux

Ottawa: Bureau du surintendant des institutions financières du Canada. 2007. p. 11. Bureau de l'actuaire en chef. Rapport actuariel (23º) sur le Régime de pensions du Canada au 31 décembre 2006.

¹² La réserve équivaut à 3 mois de prestations et de dépenses du Régime de pensions du Canada.

Frais d'administration par ministère - Régime de pensions du Canada

	èЯ	Į 9	Prévision	Dépenses prévues
(en millions de dollars)	2005-2006a	2006-2007	2007-2008	2008-2009
pement social Canada tration du Régime, opérations, dossiers X	526,3	-	÷.	-
ces humaines et Développement des compétences Canada en personne aux demandeurs et aux prestataires	2,81			*
ces humaines et Développement social Canada tration du Régime, opérations, dossiers x		6,162	2,162	6'977
d'assurance-emploi – Remboursement pte d'assurance-emploi lié à l'attribution èros d'assurance sociale et la tenue re central	7'7	۵,4	Σ,4	Σ'⊅
ist du Conseil du Trésor d'assurance et colisations au d'avantages sociaux des employés	⊅ '9 ⊅ -	8,64	9'98	42,5
publics et Services gouvernementaux Canada n des chèques, services d'informatique	†'9l	13,6	6,11	9,01
nerie royale du Canada s des infractions	1,0	2,0	2,0	8,0
du revenu du Canada ion des cotisations	8,001	7,561	140,8	t ['] 9†l
ur aurintendant des institutions financières s actuanels	٤,١	₽,1	8,1	۵,۵
e des Finances Canada s d'investissement	Σ,0 .	2,0	ε,0	6,0
'investissement du Régime de pensions du Canada $^{\mathrm{b}}$	₽9	SII	0,811	115,0
,	462,4	0,478	6,173	2,895

a Les dépenses administratives réelles de 2005-2006 ont été redressées.

 $^{^{\}rm b}$ Les prévisions 2007–2008 et 2006–2009 sont basées sur les dépenses actuelles de 2006–2007.

Paiement de prestations par catégorie et par type - Régime de pensions du Canada

Dépenses prévues	Prévision	. lə	èΑ	
2008-2009	2007-2008	2006-2007	2005-2006	(en millions de dollars)
21 098	128 61	18 662	799 ZI	Pensions de retraite
744 E E72	3 258	3 134 272	3 105 3 105	Prestations d'invalidité Prestations d'invalidité Prestations pour enfant de cotissant invalide
3 720	3 228	907 8	878.8	Testations de survivant
3 78 4 022	178 £ 812	3 569	3 459 812	Prestations de conjoint ou de conjoint de fait survivant Prestations d'orphelin
787	278	560	263	Prestation de décès
4 288	4 165	ZÞ0 Þ	3 940	Total des prestations de survivant
901 62	415 TS	26 115	776 42	Total

du Canada. gestion et de la prestation du Régime de pensions du Canada fournissent des services aux fins de la er l'Office d'investissement du Régime de pensions financières, le ministère des Finances Canada du Canada, le Bureau du surintendant des institutions Gendarmerie royale du Canada, l'Agence du revenu

de 0,6 % par rapport aux prévisions de 2007-2008. estimés à 568,5 millions de dollars, soit une baisse d'administration pour l'exercice 2008-2009 sont du Canada et ils doivent être identifiables. Les frais de responsabilités concernant le Régime de pensions principes, les frais doivent avoir été engagés en raison par le Conseil du Trésor. Essentiellement, selon ces aux principes d'établissement des coûts approuvés du Régime de pensions du Canada, conformément pour l'administration du Régime sont recouvrables Les frais engagés par ces ministères et organismes

2,1 % du total prévu des prestations. pensions du Canada représentent approximativement et de distribution des prestations du Régime de En 2007 - 2008, les dépenses totales d'administration prestations aux cotisants sont extrêmement efficaces. les processus mis en place en place pour verser les Le personnel chargé du service des prestations et

> versées par celui-ci soient suffisantes. du cotisant décédé, pourvu que les cotisations Une prestation forfaitaire est payable à la succession l'âge de 18 ans ou de 25 ans s'il étudie à plein temps. uniforme et payable jusqu'à ce que l'enfant atteigne du Canada qui sont décédés. Le montant est des enfants des cotisants au Régime de pensions mensuelles sont également payables au nom

Détermination du taux de prestation

et en partie sur un tarif fixe ou un taux uniforme. au survivant se fondent en partie sur la rémunération fixe. Les prestations d'invalidité et les prestations fondées sur les gains. Il s'agit plutôt d'un montant comme les prestations aux enfants, ne sont pas des prix à la consommation. Certaines prestations, fonction du coût moyen de la vie mesuré par l'Indice En janvier de chaque année, elles sont rajustées en se calculent généralement d'après la rémunération. Les prestations du Régime de pensions du Canada

Frais d'administration

publics et Services gouvernementaux Canada, la Canada, le Secrétariat du Conseil du Trésor, Travaux Ressources humaines et Développement social

il commence à toucher des prestations. Les pensions sont rajustées de 0,5 % par mois avant ou après le seuil de 65 ans à partir du moment où le bénéficiaire commence à toucher sa pension. Les cotisants qui commencent à toucher une pension de retraite à l'âge de 60 ans reçoivent 70 % du montant habituellement versé aux prestataires âgés de 65 ans, alors que les personnes qui attendent d'avoir atteint 70 ans reçoivent 130 % du montant payable aux personnes de 65 ans.

Les époux ou les conjoints de fait qui sont âgés d'au moins 60 ans ont le droit de partager les prestations de retraite accumulées pendant leur période de cohabitation aussi longtemps que les intéressés demeurent bitation aussi longtemps que les intéressés demeurent d'impôt. Si un seul des époux a cotisé au Régime de pensions du Canada, la pension peut être partagée entre les deux. Le montant global des prestations n'augmente ni ne diminue en cas de partage de la pension.

Prestations d'invalidité

ces brestations chaque mois. de 308000 bénéficiaires et 86700 enfants recevaient l'école à plein temps. En décembre 2007, un peu plus moins de 18 ans ou moins de 25 ans s'il fréquente du Régime de pensions du Canada, pourvu qu'il ait l'enfant du bénéficiaire d'une prestation d'invalidité mensuelle uniforme peut également être versée à rémunéré ont aussi droit à du soutien. Une prestation sur le marché du travail pour accepter un emploi admissibles. Les prestataires qui tentent de retourner prestations ne soient versées qu'aux prestataires réévaluations périodiques, on veille à ce que les appréciable durant une période prolongée. Par des quelque poste que ce soit et de toucher un revenu de cette nature les empêcherait d'occuper régulièrement prolongée », selon la définition de la loi. Une invalidité matière de cotisations et dont l'invalidité est « grave et cotisants qui satisfont aux exigences minimales en Des prestations d'invalidité sont payables aux

Prestations au survivant

L'époux ou conjoint de fait survivant d'un contribuant, peut avoir droit à une pension mensuelle si le cotisant a versé des cotisations pendant une période minimale et si, au moment de son décès, ce conjoint est âgé d'au moins 35 ans ou, s'il n'a pas cet âge, qu'il a des enfants à charge ou qu'il est handicapé. En cas de remariage de l'époux ou conjoint de fait survivant, les paiements se poursuivent. Des prestations

Régime de pensions du Canada

Description

Le Régime de pensions du Canada est un régime d'assurance sociale à participation fondé sur la rémunération. C'est un programme fédéral-provincial conjoint en vigueur dans tout le Canada, sauf au Québec, qui dispose d'un régime comparable. Le Régime de pensions du Canada offre diverses prestations axées sur les changements qui surviennent perstations axées sur les changements qui surviennent dans la vie des gens. Mieux connu pour ses prestations de retraite, le Régime de pensions du Canada offre également des prestations au survivant et aux enfants également des prestations au survivant et aux enfants enfants, un montant forfaitaire maximal de 2 500 \$ en cas de décès d'un cotisant.

Comme il s'agit d'un régime contributif, les cotisants sont les salariés et les travailleurs autonomes de 18 à 70 ans ayant un revenu d'au moins 3 500 \$ au cours d'une année civile. Les prestations sont calculées d'après le montant et la durée des cotisations au Aégime de pensions du Canada. Elles ne sont pas payées automatiquement. Il faut les demander et faire la preuve de son admissibilité.

Environ 12 millions de Canadiens de plus de 18 ans versent des cotisations au Régime de pensions du Canada chaque année et environ 4,4 millions recevront des prestations en 2008-2009.

Versement de prestations

Pensions de retraite

Les cotisants peuvent commencer à toucher une pension de retraite du Régime de pensions duCanada dès l'âge de 60 ans ou attendre d'avoir atteint 70 ans. Les demandeurs âgés de 60 à 65 ans doivent avoir cessé de travailler ou toucher un salaire inférieur à un niveau déterminé lorsqu'ils commencent à recevoir une pension de retraite. Dès qu'il a commencé à recevoir sa pension du Régime de pensions du Canada, un bénéficiaire peut gagner un salaire, peu importe le montant, sans que sa pension en soit affectée. Il ne verse toutefois plus de cotisation aux soit de 65 ans ne sont pas tenus d'avoir cessé de plus de 65 ans ne sont pas tenus d'avoir cessé de travailler pour être admissibles.

La pension de chaque cotisant dépend du montant et de la durée de ses cotisations et de l'âge auquel

Frais d'administration

imputés au Compte d'assurance-emploi. que les frais d'administration de la loi doivent être L'article 77 de la Loi sur l'assurance-emploi précise

du système informatique sera complétée en 2007-2008. la prévision pour 2007-2008 puisque la mise à niveau initiales pour 2008-2009, qui sont moins élevés que 1 635 millions de dollars représentent les ressources Les frais d'administration de l'assurance-emploi de

marché du travail sont également imputés au Compte

dans le cadre d'ententes sur le développement du

les prestations d'emploi et les mesures de soutien

provinciaux et territoriaux engagent pour administrer Les frais d'administration que les gouvernements

d'assurance-emploi.

de la Loi sur l'assurance-emploi. gestion et de l'exécution des programmes en application de la Justice fournissent des services à l'appui de la loi. Le Secrétariat du Conseil du Trésor et le ministère prend les décisions en matière d'assurabilité selon la cotisations et les remboursements de prestations et avec l'Agence du revenu du Canada, qui perçoit les sabilité de l'administration du régime est partagée d'assurance-emploi au Parlement. Toutefois, la respon-Développement social doit rendre compte du Régime La ministre des Ressources humaines et du

Frais d'administration

1 635	1 683	1 636	929 1	Total
(12)	(21)	(11)	(6)	Recouvrement
691	120	111	76	Provincial
874 r	1 242	1 236	⊅6⊅ l	Fédéral
2008-2009	2007-2008	2006-2007	2005-2006	(en millions de dollars)
Depenses Depenses	Prévisions	Dépenses réelles		

Note: En raison de l'arrondissement, l'addition des montants peut ne pas égaler les totaux.

Intérêts gagnés

L'article 76 de la Loi sur l'assurance-emploi stipule que le ministre des Finances peut autoriser, selon les modalités et les taux qu'il peut fixer, le versement d'intérêts sur le solde du Compte d'assurance-emploi et ces intérêts, qui représentent 90 % du taux des bons du Trésor à échéance de trois mois, sont portés au crédit du Compte d'assurance-emploi et au débit du Trésor. Les intérêts sont calculés meneuellement, d'après la moyenne de 30 jours du solde quotidien d'après la moyenne de 30 jours du solde quotidien dans le compte.

Conformément à un règlement du Conseil du Trésor, des intérêts sont perçus sur les comptes débiteurs en souffrance par fausse déclaration. Le taux d'intérêt utilisé dans ce calcul correspond à la moyenne du taux d'escompte de la Banque du Canada pour le mois précédent, plus 3 %.

Les intérêts gagnés devraient diminuer à 2 milliards de dollars en raison de la baisse prévue des taux d'intérêt en 2008–2009. Cette baisse est partiellement compensée par la hausse de l'excédent cumulatif, qui s'élevait à 54,1 milliards de dollars au 31 mars 2007.

2103

1 925

38

066 L

45

Réduction des cotisations

L'employeur offrant un régime approuvé d'assurancesalaire est admissible à une réduction des cotisations. Il est tenu de partager cette réduction avec ses employés.

Ajoutons que, depuis la mise en application du Régime québécois d'assurance parentale, le taux de cotisation applicable aux salariés de cette province baisse à 1,39 % en 2008. Le taux correspondant des employeurs est de 1,95 %.

Remboursement de cotisations

 Le salarié dont la rémunération annuelle est de 2000 \$ ou moins peut recevoir un remboursement de ses cotisations à l'assurance-emploi par l'entremise de l'impôt sur le revenu.

Les cotisations à l'assurance-emploi sont remboursées aux salariés lorsque leur rémunération assurable dépasse le maximum de la rémunération annuelle assurable.

Intérêt gagné

Compte à recevoir

Total

876 1	890 8	2161	1 324	Sources Solde du compte
2008-2009	2007-2008	2006-2007	2005-2006	(en millions de dollars)
Dépenses Dépenses	Prévisions	Dépenses réelles		

1325

28

Note: En raison de l'arrondissement, l'addition des montants peut ne pas égaler les totaux.

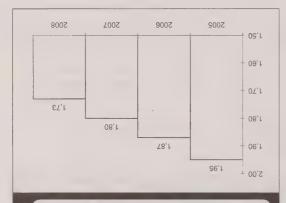
Prestations d'emploi et mesures de soutien

2 136	2 136	780 2	2 016	Total
1421	1418	990 1	688	Transferts aux provinces et territoires
212	817	1031	127	Total des programmes de RHDSC
	01	91	91	Recherche et innovation
	011	128	221	Partenariats du marché du travail
	200	782	322	iolqmə'l s əbiA
	52	38	42	Subventions salariales ciblées
	19	88	۷0۱	Travail indépendant
	772	398	017	Développement des compétences
	34	67	79	Partenariats pour la création d'emploi
2008-2009	2007-7008	2006-2007	2002-2006	(en millions de dollars)
Dépenses prévues ^a	Prévisions	s réelles	Dépenses	

Assurance-emploi - Partie II - Plan des dépenses 2008-2009. pesoins locaux en matiere de main-d'œuvre. La repartition par province et territoire ilgure à la section intitulée a La ventilation par élément n'est pas disponible, parce que les dépenses seront effectuées en fonction des

Note: En raison de l'arrondissement, l'addition des montants peut ne pas égaler les totaux.

(% de la rénumération assurable) de l'employé Tendance du taux de cotisation



annuelle assurable Maximum de la rémunération

de 1 100 \$ par rapport au niveau de 2007. assurable pour 2008 à 41 100 \$, soit une hausse chef a établi le maximum de la rémunération annuelle de la rémunération annuelle assurable. L'actuaire en d'emploi des salariés assurés, jusqu'au maximum Les cotisations sont payées sur tous les revenus

Cotisations

est donnée ci-dessous. des facteurs ayant une incidence sur les cotisations et la rémunération assurable des salariés. L'explication un cycle économique, selon le taux de cotisation annuel cotisations qui couvrent les coûts du régime pendant Les salariés assurés et leurs employeurs versent des

Taux de cotisation

à 2,52 % en 2007. est de 2,42 %, soit une réduction par rapport Le taux correspondant pour les employeurs ration assurable comparativement à 1,8 % en 2007. taux applicable aux salariés à 1,73 % de la rémunétion d'équilibre. Pour 2008, la Commission a fixé le emploi n'entrent pas dans le calcul du taux de cotisathéoriques portés au crédit du Compte d'assuranceles excédents antérieurs, les déficits et les intérêts ministre des Finances. Dans un tel exercice prospectif, variables économiques pertinentes fournies par le les prévisions établies basées sur les plus récentes d'équilibre pour l'année qui vient en se fondant sur ment, dans un exercice prospectif, un taux estimatif l'actuaire en chef a l'obligation de calculer annuelle-Dans le processus actuel d'établissement du taux,

Prestations de revenu d'assurance-emploi Dépenses

12827	12 260	11 883	12 402	Total des prestations de revenu
69L-	991-	Z91-	Z11-	Remboursement de prestations
SI	12	8	13	Travail partagé
283	276	092	585	Pêcheurs
01	01	6	8	noissaqmoO
4 959	. 606 ₺	1 763	2 064	Parentales
998	833	877	806	Maternité
976	822	988	988	Maladie
8 9 2 8	1948	9778	1178	Régulières
				Prestations de revenu
2008-2009	2007-2008	2006-2007	2005-2006	(en millions de dollars)

Dépenses réelles

Note: En raison de l'arrondissement, l'addition des montants peut ne pas égaler les totaux.

Facteurs relatifs aux prestations de revenu

Diff.	brévues Depenses	Prévisions	s réelles	Dépense	
% uə	2008-2009	2007-2008	2006-2007	2005-2006	
%9'₺	12821	12 260	11 993	12 402	Prestations de revenu (M\$)
%8'Z	674	732	738	887	Moyenne mensuelle de bénéficiaires (en milliers)
%6,2	329	321	312	302	Taux de prestations (\$/semaine)

qu'ils mettent en oeuvre des programmes semblables aux prestations d'emploi et aux mesures de soutien. La contribution fédérale prévue pour les provinces et les territoires (c. à d. le Nouveau-Brunswick, le Québec, l'Ontario, le Manitoba, la Saskatchewan, l'Alberta, les Territoires du Nord-Ouest et le Nunavut), conformément aux ententes sur le développement du conformément aux ententes sur le développement du marché du travail, est fixée à 1 421 millions de dollars marché du travail, est fixée à 1 421 millions de dollars

prévues

Dépenses

Prévisions

Les dépenses totales prévues liées aux prestations d'emploi et aux mesures de soutien en 2008–2009 totalisent 2 136 millions de dollars.

pour 2008-2009.

Prestations d'emploi et mesures de soutien

Les **prestations d'emploi** comprennent le Développement des compétences, les Partenariats pour la création d'emplois, le Travail indépendant et les Subventions salariales ciblées.

Quant aux **mesures de soutien**, elles comprennent les Services d'side à l'emploi, les Partenariats du marché du travail, ainsi que la Recherche et 'innovation.

La partie II de la Loi sur l'assurance-emploi autorise aussi le gouvernement fédéral à effectuer des paiements aux gouvernements provinciaux et territoriaux pour

semaines. qui va probablement mounir au cours des 26 prochaines soins à un membre de leur famille gravement malade temporairement de leur travail pour prodiguer des

parentales du gouvernement provincial. leurs prestations de maternité et leurs prestations janvier 2006, les résidents du Québec obtiennent du Régime québécois d'assurance parentale. Depuis du Québec ont conclu une entente définitive au sujet Le 1 er mars 2005, les gouvernements du Canada et

Travail partagé

Elles durent normalement de 6 à 26 semaines. emploi et des semaines de travail réduites. en combinant des prestations partielles d'assuranceemployeurs visent à éviter les mises à pied temporaires ententes conclues par RHDSC, les salariés et les partagé peuvent recevoir des prestations. Ces Les prestataires liés par des ententes de travail

Prestations de pêcheur

demander des prestations pour ces deux saisons. le 1 er avril et le 15 décembre. Les pêcheurs peuvent 15 juin et ceux qui pratiquent la pêche hivernale, entre recevoir des prestations entre le 1 er octobre et le prestations au maximum. Les pêcheurs d'été peuvent et ils peuvent être admissibles à 26 semaines de période maximale d'admissibilité de 31 semaines minimal. Tous les pêcheurs sont assujettis à une régional et il est déterminé à l'aide d'un dénominateur gains provenant de la pêche et le taux de chômage Le taux des prestations de pêcheur varie selon les

Remboursement des prestations

prestations ordinaires ou des prestations de pêcheur. prestataires qui reçoivent pour la première fois des spéciales. Cette mesure ne s'applique pas aux des prestations versées autres que les prestations revenu net excédentaire et de 30 % du montant total le moindre de 30 % (« taux de remboursement ») du remboursement »), ces personnes doivent rembourser mum de la rémunération annuelle assurable (« seuil de d'assurance-emploi est supérieur à 1,25 fois le maxi-Lorsque le revenu annuel net des prestataires

et de l'admissibilité Détermination du taux des prestations

- le taux de chômage caractéristique de leur région. selon le nombre d'heures d'emploi assurable et prestations pendant une durée de 14 à 45 semaines • Les prestataires ordinaires peuvent recevoir des
- de chômage régional. à un dénominateur minimal qui est lié au taux de semaines de travail, mais elle est assujettie moyenne est calculée à partir du nombre réel établie à 41 100 \$. La rémunération assurable du maximum de la rémunération annuelle assurable de travail, jusqu'à concurrence de 435 \$, en fonction ration assurable moyenne des 26 dernières semaines hebdomadaires équivalant à 55 % de leur rémuné-Les prestataires ont droit à des prestations
- un supplément familial établi d'après: Prestation fiscale canadienne pour enfants reçoivent al à seldissimbs tnos iup te \$ 12922 eb aniom eb • Les prestataires dont le revenu familial était
- le nombre d'enfants à charge; - le revenu familial net;
- l'âge des enfants à charge.
- .\$ 354 9b rence de la prestation hebdomadaire maximale hebdomadaire assurable moyenne, jusqu'à concuratteindre un maximum de 80 % de leur rémunération peuvent voir leur taux de prestation augmenter pour Les prestataires qui reçoivent un supplément familial

Prestations spéciales

aux travailleurs admissibles qui doivent s'absenter être versées pendant un maximum de six semaines biologiques. Les prestations de compassion peuvent de maternité dont peuvent disposer les mères et adoptifs en plus des 15 semaines de prestations de 35 semaines sont offertes aux parents biologiques rence de 15 semaines. Des prestations parentales recevoir des prestations de maladie jusqu'à concurde la population active. Tous les prestataires peuvent personnes qui deviennent ou redeviennent membres réception n'est pas assujettie à la règle applicable aux de compassion, il faut travailler 600 heures. Leur maternité, les prestations parentales ou les prestations Pour recevoir les prestations de maladie ou de

Sommeire Compte d'assurance-emploi

12833	096 61	11 003	12 402	Dépenses Prestations d'assurance-emploi Destations de revenu
2008-2009	2007-2008	2006-2007	2005-2006	(en millions de dollars)
Prévisions ^a en date du 12 oct. 2007	Prévisions	s réelles	Dépense	

	919	1351	Z16	Variance
16 713	964 91	991 21	۷96 9۱	Somme partielle
19.	89	99	09	Pénalités —
16 652	16 737	601 11	Z1691	Recettes tirées des cotisations ^b
				Cotisations et pénalités
16713	16 180	15815	16 050	Somme partielle
901	102	66	99	Créances douteuses
1631	1 683	1 636	978 1	Sitrateinimbs stûoO
146 pl	968 71	620 tl	81771	Prestations d'assurance-emploi totales
2 144	2 136	2 087	2016	Prestations d'emploi et mesures de soutien
12 833	12 260	11 883	12 402	Prestations de revenu
				Prestations d'assurance-emploi
				Dépenses

de cotisation à la Commission de l'assurance-emploi. a Les prévisions sont en date du 12 octobre 2007, lorsque l'actuaire en chef a présenté son rapport sur les taux

excluent la quote-part du gouvernement du Canada à titre d'employeur. D Les cotisations d'assurance-emploi figurant dans les états financiers sommaires du gouvernement du Canada

Note: En raison de l'arrondissement, l'addition des montants peut ne pas égaler les totaux.

taux de chômage caractérisant la région ou vit le variable d'admissibilité », est déterminé selon le En 2008-2009, les prestations versées devraient être Le nombre exact d'heures requis, appelé « norme pour le compte d'un ou de plusieurs employeurs. Versement des prestations

habituelles.

de prestations d'emploi et de mesures de soutien. de prestations de revenu et 2,1 milliards sous la forme de 15 milliards 9, soit de 12,8 milliards sous la forme

Prestations de revenu

les principaux aspects: travail partagé et de pêcheurs 10. Voici quels en sont incluent les prestations ordinaires, spéciales, pour Les prestations de revenu de l'assurance-emploi

Critères d'admissibilité. Prestations ordinaires

temps plein ou à temps partiel, ou qu'ils travaillent d'admissibilité et ce, qu'ils occupent un emploi à de 420 à 700 heures de travail durant leur période • La plupart des prestataires doivent avoir accumulé

sur le marché du travail (« personne qui devient • Les personnes qui viennent tout juste d'entrer

est élevé, plus le nombre d'heures requis est bas. prestations. En général, plus le taux de chômage

prestataire au moment où il fait sa demande de

l'année suivante, contormément aux régles

années précédant cette période sont admissibles ou de prestations parentales au cours des quatre au moins une semaine de prestations de maternité conka des 12 mois précédents ou qui ont reçu celles qui ont travaillé au moins 490 heures au avoir accompli 910 heures de travail. Par contre, redevient membre de la population active ») doivent y reviennent après une absence (« personne qui membre de la population active ») et celles qui

de dollars en prestations de revenu et de 2 136 millions de dollars en prestations d'emploi et mesures de soutien Le total des prestations d'assurance-emploi est de 14963 millions de dollars, soit la somme de 12827 millions

To Pour en savoir plus, voir le site Web de l'assurance-emploi à http://www.rhdsc.gc.ca/fr/passerelles/topiques/

du Trésor à échéance de trois mois. actuellement à 90 % du taux moyen des bons établi par le ministre des Finances et qui correspond au compte produit des intérêts théoriques à un taux débitées du Compte d'assurance-emploi. L'excédent à l'administration sont imputées au Trésor et ensuite

Sommaire financier

prévus à l'automne 2007. pondre aux coûts de 16,7 milliards de dollars aussi de dollars prévus à l'automne 2007 devraient corres-En 2008-2009, les revenus totaux de 16,7 milliards emploi conformément à la Loi sur l'assurance-emploi. 29 octobre 2007 par la Commission de l'assurancecivile 2008 a été établi au seuil d'équilibre prévu le Le taux de cotisation à l'assurance-emploi pour l'année

> membre de la famille gravement malade ou mourant. aux prestataires qui prodiguent des soins à un de maladie; prestations de compassion, payables

fédéral. des ententes de cogestion avec le gouvernement et d'offrir ces prestations ou de prendre part à d'assumer la responsabilité directe de concevoir aux gouvernements provinciaux et territoriaux, des provinces et des territoires. Celles-ci permettent ment du marché du travail avec les gouvernements du Canada a établi des ententes sur le développeindividuels et les facteurs locaux. Le gouvernement d'emploi et mesures de soutien selon les besoins de la Loi, peuvent être adaptées en prestations • Des prestations d'emploi, au titre de la partie II

de cotisations. Les dépenses liées aux prestations et les coûts associés à l'assurance-emploi sous forme Les employeurs et les salariés assument tous

de 1999-2000 à 2008-2009. Le tableau suivant résume les tendances des coûts et des recettes du Compte d'assurance-emploi



Comptes à fins déterminées

Introduction

doivent être comptabilisées séparément. ces revenus. Les opérations propres à ces comptes et les paiements et dépenses connexes, imputés à revenus doivent être affectés à une fin particulière pour lesquels, en raison des lois habilitantes, les Ils présentent les opérations de certains comptes catégories spéciales de revenus et de dépenses. es comptes à fins déterminées constituent des

de ces comptes: RHDSC est responsable de la surveillance de quatre

- le Compte d'assurance-emploi;
- le Régime de pensions du Canada;
- le Compte des rentes sur l'Etat;
- le Fonds d'assurance de la fonction publique.

revenus et des dépenses du gouvernement. des tiers mais consistent essentiellement en des obérations ne représentent pas des créances envers activités ressemblant à celles des ministères et les déterminées sont utilisés principalement pour des du Canada. Les comptes consolidés à fins processus de déclaration financière du gouvernement consolidé à fins déterminées qui fait partie du Le Compte d'assurance-emploi est un compte

se limite au solde de ce dernier. gouvernement en tant qu'administrateur du régime participantes. L'autorisation de dépenser du Il relève à la fois de ce gouvernement et des provinces financiers consolidés du gouvernement du Canada. à fins déterminées qui ne fait pas partie des états Le Régime de pensions du Canada est un compte

étant débité ou crédité au Trésor. selon une méthode actuarielle, le déficit ou l'excédent rentes en 1975. Ce compte est évalué chaque année qui a eu pour effet de mettre un terme à la vente des l'augmentation du rendement des rentes sur l'Etat, aux rentes sur l'État et modifié par la Loi sur du Canada. Il a été créé en vertu de la Loi relative processus de déclaration financière du gouvernement consolidé à fins déterminées qui fait partie du Le Compte des rentes sur l'Etat est un compte

d'équilibrer l'actif et le passif du programme. Compte d'assurance de la fonction publique afin des déficits actuariels est transféré du Trésor au concernant l'assurance du service civil, le montant Conformément au paragraphe 16(3) du Règlement vertu de la Loi de l'assurance du service civil. du gouvernement du Canada. Il a été créé en qui fait partie du processus de déclaration financière est un compte consolidé à fins déterminées Le Fonds d'assurance de la fonction publique

Description Compte d'assurance-emploi

.iolqm9 vertu d'un règlement spécial de la Loi sur l'assurancepêcheurs indépendants sont également couverts en travailleurs ayant des relations employeur-salarié. Les aux travailleurs admissibles. Le régime vise tous les soulagement financier à court terme et offre de l'aide de cette loi. La Loi sur l'assurance-emploi apporte un les sommes reçues ou déboursées en application sur l'assurance-emploi en vue d'enregistrer toutes dans les Comptes du Canada en vertu de la Loi Le Compte d'assurance-emploi a été établi

L'assurance-emploi prévoit ce qui suit:

prestataires incapables de travailler pour raison adopté; prestations de maladie, payables aux pour s'occuper d'un nouveau-né ou d'un enfant biologiques et adoptifs qui s'absentent du travail prestations parentales, payables aux parents a, nue dicesesse et a, nu acconchement; biologiques qui s'absentent du travail en raison prestations de maternité, payables aux mères On verse aussi quatre types de prestations spéciales: partie de la semaine, évitant ainsi les mises à pied. des prestations au prorata lorsqu'ils travaillent une temporaire, les travailleurs peuvent aussi recevoir partagé conclues en période de manque de travail emploi. Grâce notamment à des ententes de travail des pêcheurs indépendants, à la recherche d'un temporairement le revenu des prestataires, incluant de la Loi sur l'assurance-emploi, remplacent • Des prestations de revenu, au titre de la partie l

Prêts (non budgétaires)

e uselds

http://www.tbs-sct.gc.ca/est-pre/20082009/p3a_f.asp

Progrès accomplis au regard du plan réglementaire ministèriel

Tableau 10

Règlements

Programme du travail

- 1. Programme de protection des salariés
- Santé et sécurité au travail Partie XX Prévention de la violence dans le lieu de travail
- 3. Santé et sécurité au travail Aviation
- Santé et sécurité au travail Navires
- Santé et sécurité au travail Canada
- Réserve de charbon Donkin
- 7. Exclusion de la centrale de Point Lepreau de la partie I, de la partie III du Code canadien du travail

Sécurité du revenu et développement social

- 8. Règlement canadien sur l'épargne-invalidité
- de la vieillesse (projet de loi C-36) Règlement visant à opérationnaliser les modifications du Régime de pensions du Canada et de la Loi sur la sécurité

Compétences et emploi

- 10. Des initiatives réglementaires et législatives nécessaires pour répondre aux priorités stratégiques et opérationnelles
- d'assurance-emploi seront entreprises, au besoin.
- sur l'immigration et la protection des réfugiés pour rehausser l'intégrité du programme et mettre en place des mesures 11. On entreprendra, en collaboration avec Citoyenneté et Immigration Canada, des modifications du Règlement
- de surveillance et d'assurance de la conformité des employeurs.

Apprentissage

aux étudiants (RFAFE) 12. Modifications du Règlement fédéral sur les prêts aux étudiants (RFPE) et du Règlement fédéral sur l'aide financière

On peut trouver des renseignements supplémentaires sur ces projets à l'adresse suivante:

http://www.tbs-sct.gc.ca/est-pre/20082009/p3a_f.asp

Services reçus à titre gracieux,

I'l useldsT

http://www.tbs-sct.gc.ca/est-pre/20082009/p3a_f.asp

Sources des revenus disponibles et non disponibles

Tableau 12

http://www.tbs-sct.gc.ca/est-pre/20082009/p3a_f.asp

Date d'achèvement prévue	noitsutiS	Type de vérification	Nom de la vérification interne
Janvier 2008	En cours	èfilsup al eb noitsteettA	Respect des normes de sécurité relatives sux TI (NSRII)
Janvier 2008	En cours	Attestation de la qualité	Relevé d'emploi – Web
Movembre 2007	En cours	Vérification de suivi	Séparation des tâches – ae.
Janvier 2008	Eu conts	Attestation de la qualité	Examen des contrôles informatiques généraux
Mars 2008	Eu conka	Àttestation de la qualité	Péalisation de l'examen de la séquence des opérations et de l'évaluation des contrôles financiers du Programme de la sécurité de la vieillesse
A déterminer	Pas commencée	Attestation de la qualité	Réception et déclaration des fonds publics
Janvier 2008	En cours	Attestation de la qualité	Gestion du Régime de pensions du Canada
Mars 2008	En cours	Attestation de la qualité	Suivi financier et surveillance des activités de la Stratégie de développement des ressources humaines autochtones (SDRHA)
Mars 2008	En cours	Àttestation de la qualité	Subventions et contributions – Vérifications à l'improviate
800S niul	En cours	èfilsup si eb noitsteettA	Vérification de la gestion des documents liés aux marchés et aux achats (de concert avec RHDSC)
8002 niul	En cours	Attestation de la qualité	Vérification postérieure à la mise en œuvre du Collège Service Canada
800S niut	Eu conts	Attestation de la qualité	Vérification postérieure à la mise en œuvre de la Loi sur la modernisation de la fonction publique
Mars 2008	En cours	Attestation de la qualité	Planification de la continuité des activités
800S raivnsL	En cours	Attestation de la qualité	État consolidé des charges administratives au Compte du Régime de pensions du Canada pour l'exercice prenant fin le 31 mars 2007
eoos reivnst	Pas commencée	Àttestation de la qualité	Examen des états financiers ministériels DSCHP ab 8002 sem 15 ub
Janvier 2009	Pas commencée	Àttestation de la qualité	Vérification annuelle des dépenses du Programme de la sécurité de la vieillesse pour l'exercice 2007–2008
e00S raivnst	Pas commencée	Attestation de la qualité	État consolidé des charges administratives au Compte du Régime de pensions du Canada pour l'exercice prenant fin le 31 mars 2008
rənimrətèb Á	Pas commencée	Attestation de la qualité	Examen des dépenses de programme de base du Régime de pensions du Canada

http://www1.servicecanada.gc.ca/fr/sm/sfa/psgm/servcan/dgvi.shtml Canada sont affichés sur le site Web mentionné ci-dessous. Note : Une fois approuvés par le Comité de vérification et d'évaluation, les rapports de vérification interne de Service

Date d'achèvement prévue	noitauti2	Type de vérification	Mom de la vérification interne
	Prévue pour 2009-2010	noitsteett	Vérification d'attestation 2008–2009 des Charges administratives au Compte du PPC
	Prévue pour 2009-2010	Attestation de la qualité	Aide financière aux étudiants (PCPE)
	Prévue pour 2009-2010	Àttestation de la qualité	Stratégie de développement des ressources humaines autochtones
	Prévue pour 2009-2010	Attestation de la qualité	Métiers et apprentissage
	Prévue pour 2009-2010	Attestation de la qualité	Programme de protection des salariés
	Prévue pour 2009-2010	Attestation de la qualité	noitsaitedahd!A
	Prévue pour 2009-2010	iviu2	Valeurs et éthique ^a
	Prévue pour 2009-2010	iviu2	Sestion du risque
	0102-6005 ruoq əuvər9	Attestation de la qualité	Détermination des résultats et gestion ^a fremebner ub
	Prévue pour 2009-2010	ètilsup al eb noitsteettA	Autorité, responsabilité et imputabilité – Communication et compréhension
	Prévue pour 2009-2010	Attestation de la qualité	Gestion du savoir et des talents
	Prévue pour 2009-2010	Attestation de la qualité	Politiques, autorisations et pratiques de gestion financière
	Prévue pour 2009-2010	Attestation de la qualité	sixsT
	Prévue pour 2009-2010	Attestation de la qualité	snoisèrlbA
	Prévue pour 2009-2010	Attestation de la qualité	Comparaison entre les résultats opérationnels et les attentes

Note: Une fois approuvés, les rapports de vérification interne de RHDSC sont affichés sur le site Web mentionné ci-dessous. et de la pertinence des processus de gestion des risques, de contrôle et de gouvernance au sein de leurs ministères.» émettent chaque année des opinions globales à l'intention des administrateurs généraux et des comités de vérification au sujet de l'efficacité du Conseil du Trésor : « En plus de présenter un rapport sur chaque projet de vérification axé sur les risques, les dirigeants de la vérification a Véntification requise aux fins de l'opinion globale du dirigeant de la vérification conformément à la Politique sur la vérification interne

http://www.rhdsc.gc.ca/fr/sm/sfa/psgm/tdm.shtml

Vérification interne de Service Canada

et de gouvernance.

et une approche disciplinée pour évaluer et améliorer l'efficacité des processus de gestion des risques, de contrôle interne Service Canada continue de renforcer sa capacité de vérification interne en élaborant et en utilisant un plan systématique

de la Direction générale de la vérification interne de Service Canada. et des obligations contractuelles. La liste qui suit est représentative des missions de vérification accomplies et en cours de l'information financière et opérationnelle; la protection des actifs ministériels; enfin, le respect des lois, des règlements La Direction générale de la vérification interne met l'accent sur l'efficience des opérations; la flabilité et l'intégrité

brévue	Situation	Type de vérification	Nom de la vérification interne
SOOS raivnist	En cours	ètilsup al eb noitataettA	Examen des états financiers ministériels du 31 mars 2007 de RHDSC
SOOS naivnal	En cours	Attestation de la qualité	Vérification annuelle des dépenses du Programme de la sécurité de la vieillesse pour l'exercice 2006–2007

Vérification interne de RHDSC

Le cycle de planification annuel de RHDSC est axé sur les risques. Le plan de vérification interne de 2008–2011, qui est en voie d'élaboration, devrait être approuvé au début de 2008–2009. Le plan de vérification respectera les exigences de la Politique sur la vérification interne 2006 du Conseil du Trésor et s'harmonisera avec l'architecture des activités de programme. Vériei une liste des ariboises de programme.

Voici une liste des missions de vérification internes figurant dans le plan de,vérification interne de 2007–2010, Il convient de signaler que la liste des projets prévus pour 2008–2010 pourrait changer par suite du processus de planification des vérifications axé sur les risques de 2008–2009.

Date d'achèvement	noiteuti2	Type de vérification	Nom de la vérification interne
Hiver 2008	En cours	Attestation de la qualité	Partenariats pour les compétences et l'emploi des Autochtones
Été 2008	En cours	Sliesno	Programme canadien de prêts aux étudiants - Conseils
Printemps 2008	En cours	Attestation de la qualité	Gestion du risque a
Été 2008	Prévue pour 2007-2008	Attestation de la qualité	Cartes d'achat
Printemps 2008	En cours	Attestation de la qualité	Gestion des achats et des marchés
800S agmətrir	En cours	èfilsup al eb noitsteettA	Subventions et contributions – Surveillance financière (Phase I – Conformité)
Printemps 2008	En cours	Attestation de la qualité	Accessibilité
Été 2008	Prévue pour 2005 – 2008	ètilsup al eb noitsteettA	Gestion du cycle de vie et protection des actifs
800S aqmətnin	Prévue pour 2007-2008	Examen	Système commun des subventions et des contributions
	Prévue pour 2008-2009	èfilsup al eb noitsteettA	Subvention canadienne pour études
	Prévue pour 2008-2009	Attestation de la qualité	Stratégie emploi jeunesse
	Prévue pour 2008-2009	Àttestation de la qualité	Весрегсће
	Prévue pour 2008-2009	iviu2	Valeurs et éthique a
	Prévue pour 2008-2009	ivius	Gestion du risque à
	Prévue pour 2008-2009	Attestation de la qualité	Détermination des résultats et mesure du rendement ^a
	Prévue pour 2008-2009	Attestation de la qualité	Responsabilités relatives aux initiatives horizontales et de collaboration
	Prévue pour 2008-2009	Attestation de la qualité	Budgets/prévisions – Réaffectation des résultats ressources en vue de l'obtention des résultats
	Prévue pour 2008-2009	Attestation de la qualité	Subventions et contributions – Surveillance financière (Phase II – Processus)
	Prévue pour 2008-2009	Attestation de la qualité	Rapports financiers et non financiers
	Prévue pour 2008-2009	Attestation de la qualité	Politiques durables en matière de HA eab l'anification des HA eab moitscaille et planification de HA eab de l'Albanitication d
	Prévue pour 2008-2009	Attestation de la qualité	Régie et surveillance des initiatives et des processus de collaboration
	Prévue pour 2008-2009	Attestation de la qualité	Déplacements
	Prévue pour 2008-2009	Attestation de la qualité	Accueil
	Prévue pour 2008-2009	Attestation de la qualité	lnscription des opérations financières
	Prévue pour 2008-2009	Attestation de la qualité	Subventions et contributions – Processus d'évaluation des propositions



dans la liste, RHDSC est le ministère responsable de ces initiatives. Pendant l'exercice 2007-2008, RHDSC s'occupera des initiatives horizontales suivantes. À moins d'avis contraire

Marché du travail

- 1. Programme de partenariat pour les compétences et l'emploi des Autochtones
- 2. Stratégie emploi jeunesse

Compétences en milieu de travail

3. Programme des travailleurs étrangers temporaires

Apprentissage

4. Programme canadien de prêts aux étudiants

Enfants et familles

- 5. Cadre multilatéral sur l'apprentissage et la garde des jeunes enfants
- 6. Prestation nationale pour enfants
- 7. Entente sur le développement de la petite enfance

8. Stratégie des partenariats de lutte contre l'itinérance

Logement et sans-abri

- 9. Plan d'action pour les langues officielles (Patrimoine Canadien assume la responsabilité principale)

On trouvera des renseignements supplémentaires sur les initiatives horizontales à l'adresse suivante :

http://www.tbs-sct.gc.ca/est-pre/20082009/p3a_f.asp

Achats écologiques

en fonction de normes clés à l'appui du développement durable. écologiques de TPSGC. Les habitudes d'achat de produits clés essentiels aux opérations du Ministère sont évaluées des diverses politiques sociales, économiques et environnementales du gouvernement fédéral, comme la Politique d'achats pour réaliser à plus grande échelle les résultats sociaux, économiques et environnementaux. Ceux-ci comprennent le respect Les processus d'achat du Ministère sont fondés sur l'objectif d'optimiser les ressources tout en se servant des achats

mentale des transactions papier, en particulier pour ce qui est des milliers de transactions de faible valeur. importante des engagements du Ministère en matière d'activités écologiques grâce à la réduction de l'empreinte environne-Les processus électroniques d'achat écologique qu'offre le portail d'achat de Service Canada constituent aussi une partie

de l'information aux employés du Ministère. écologiques et on utilisera le site intranet de Service Canada et les communiqués Info Service pour transmettre ministérielles. On a entrepris d'ajouter au portail d'achat du Ministère un outil d'information et de travail sur les achats tandis que les adjoints administratifs et les gestionnaires reçoivent de l'information à l'occasion de séances de sensibilisation écologiques. Les spécialistes fonctionnels suivent des cours de formation de l'Ecole de la fonction publique du Canada, De plus, le Ministère a recours à la formation et aux communications pour mieux faire connaître et comprendre les achats

le portail d'achat, en assureront l'utilisation appropriée. d'articles « écologiques » offerts. Au fur et à mesure, des stratégies et des outils de communication appropriés, dont on continue de travailler avec les conseils de biens de TPSGC à relever les possibilités d'augmenter le type et le nombre En outre, comme les achats ministériels sont assujettis à l'utilisation des offres à commandes obligatoires établies par TPSGC,

pris en considération. Le nombre d'employés bénéficiant d'une formation et d'une sensibilisation aux achats écologiques est également ainsi que la promotion d'outils et de processus respectueux de l'environnement à l'appui de divers types de transaction d'achat. qu'ils deviennent accessibles. Les cibles comprendront des éléments tels que les types et les quantités de produits achetés, compte de ses habitudes d'achat et de ses processus d'achat actuels, en les alignant sur les outils d'achat de TPSGC à mesure Le Ministère travaille actuellement à réunir de données de base à l'appui de l'établissement de cibles réalistes qui tiendront

les transactions papier ainsi qu'améliorer l'efficacité et réduire les coûts des achats de faible valeur. Plus particulièrement, le Ministère encouragera l'utilisation appropriée de la carte d'achat et du portail d'achat pour réduire

actuellement obtenir en utilisant les offres à commandes obligatoires de TPSGC. Toutefols, en établissant des cibles fermes qui encouragent les achats écologiques, le Ministère est limité par ce qu'il peut

(atins)	Evaluations	1 nealdel

Date d'achèvement prévue	Situation		9qyT d'évaluation	Nom de l'évaluation
8002-8007		Prévue	\noitstimilèQ \delta \d	outils et pratiques de gestion de l'identité
0102-6002		Prévue	\noitstimilèQ ètilidssist noitsulsvè'l eb	ocès rapide au numéro d'assurance sociale

Fondations (subventions conditionnelles)



En 2007-2008, PHDSC contribuera aux subventions suivantes ou en rendra compte:

Apprentissage

1. Fondation canadienne des bourses d'études du millénaire

Autres initiatives

2. Conseil canadien sur l'apprentissage

On peut trouver des renseignements supplémentaires sur ces projets à l'adresse suivante :

http://www.tbs-sct.gc.ca/est-pre/20082009/p3a_f.asp



Date d'achèvement prévue	noitsuti2	Type d'évaluation	Nom de l'évaluation
5008-2009	Prévue	Examen de la gestion de la stratégie et de l'approche et de l'approche	Partenariats
0102-8002	9uvér9	Évaluation des processus de prestation de services	Automatisation et normalisation des processus
0102-6002	Prévue	Évaluation du rendement de l'investissement	IT na stnamassitsavni sab tnamabnaA
2009-2010	euvėr9	Évaluation de l'initiative de services	Livraison de passeports
8007-8007	En cours	Évaluation de l'initiative de prestation de services	Mise en œuvre du Paiement d'expérience commune (PEC)
8002-8003	En cours	Évaluation de l'initiative de prestation de services	Présence régionale et communautaire (bureaux communautaires de Service Canada)
2008–2009	En cours	Examen de la gestion	Gestion de l'image de marque
2009-2010	euvėr9	Évaluation de l'initiative de prestation de services	Modèle de l'expérience des services en personne
5002-8003	Prévue	Évaluation de l'initiative de résolution des problèmes des clients	Services en personne : résolution des problèmes des clients et rétroaction
0102-8002	9nvér4	Évaluation des stratégies de prestation de services	Recours aux prestations
5009-2010	euvérq	Évaluation des canaux de prestation	Sanaux de service
8002-8003	9nv ô r¶	de services Délimitation\ faisabilité faisabilité ab l'évaluation	Enquêtes et contrôle

Date d'achèveme prévue	noiteuti	Type d'évaluation	Nom de l'évaluation
			nestissement social
Été 2010	Mandat en voie d'élaboration	Sommative	VS
800S ənmotuA	Phase d'élaboration de la méthodologie	Formative	intentes sur le marché du travail visant se personnes handicapées – Manitoba
	Mandat en voie d'élaboration – Prévue pour l'automne 2008	evitsmmo2 ·	intentes sur le marché du travail visant se personnes handicapées – e-du-Prince-Édouard
	Mandat en voie d'élaboration – Prévue pour l'automne 2008	Sommative	intentes sur le marché du travail visant les ersonnes handicapées – Mouvelle-Écosse
8002 reviH	Analyse des résultats	Somative	onds d'intégration pour les personnes andicapées
800S aqmətnirq	Phase d'élaboration de la méthodologie	Formative	sênîs sel nuoq snozinod xusevuol
	0102-6002 ruod euvèr19	Nise en œuvre\ sinastive sinidmoo	Jouveaux horizons pour les aînés
800S sqmətnirq	Analyse des résultats	Formative	Somprendre la petite enfance
	Prévue pour 2009-2010	Sommative	comprendre la petite enfance
800S aqmətrirq	Phase du travail sur le terrain	Sommative	Programme de partenariats en développement social
	Prévue pour le printemps 2008	evitsmmoS	nitistive sur le secteur bénévole it communautaire
			səllimsi tə atrısırı
. 2008–2009	Mandat en voie d'élaboration	Cadre de travail	Prestation universelle pour la garde
e002-800S e00S anmotuA	Phase d'évaluation . Mandat en voie d'élaboration	Formative · Sommative	Pestation nationale pour enfants
0007 011110101		04177111100	inds-anse te sans-abri
	Prévue pour l'hiver 2009	Sommative	- Stratégie des partenariats de lutte contre l'itinérance
			olitique, recherche et communication
2008–2009	Mandat en voie d'élaboration	əàldiO	Séseaux canadiens de recherche n politiques
			Service Canada
2008–2009	- Prévue	Évaluation de l'initiative de prestation de services	oiuAooè emmergora ub ervueo ne esiñ

Date d'achèvemen prévue	Situation	Type d'évaluation	Nom de l'évaluation
	Prévue pour 2009-2010	Sommative	elleicifto eugas de langue officielle
Hiver 2008	Analyse des résultats	Sommative	szenuej ioldme eigétsítő
			Compétences en milieu de travail
5008-2008	Phase d'élaboration de la méthodologie	Mise en œuvre	Sidnerique aux apprentis
	Prévue pour 2010-2011	Oiblée	Subvention incitative aux apprentis
	Prévue pour 2009-2010	Sommative	Initiative sur les compétences en milieu de travail
800S aqmətnir	noitsaodalè'b eiov ne tabnaM	Sommative	Fonds d'infrastructure des centres de formation
2009-2010	Prévue pour 2009-2010	Sommative	Se rendre au Canada – Portail sur l'immigration
3002 sqmətnin	Mandat en voie d'élaboration	Cadre de travail	Programme des travailleurs étrangers temporaires
800S ənmotuA	Mandat en voie d'élaboration	Sommative	Programme de reconnaissance des titres de compétences étrangers
	Prévue pour 2010-2011	Sommative	Information sur le marché du travail
	Prévue pour 2010-2011	Oiblée	Programme de protection des salariés
800S ənmojuA	Mandat en voie d'élaboration	Formative	Programme d'apprentissage, d'alphabétisation et d'acquisition des compétences essentielles pour les adultes
	Prévue pour 2010–2011	evitsmmoS	Programme d'apprentissage, d'alphabétisation et d'acquisition des compétences essentielles pour les adultes
			Apprentissage
2010-2011	Phase d'élaboration de la méthodologie	Sommative	Programme canadien de prêts aux étudiants
	Prévue pour 2009-2010	Sommative	Son d'études canadien
300S sqmətnirq	Phase d'élaboration de la méthodologie	Pormative	Subvention canadienne pour l'épargne-études
***************************************	Prévue pour 2009-2010	Sommative	Subvention canadienne pour l'épargne-études
			lieverT
2007-7008	Phase du rapport	Sommative	iolqmə'b ərətism nə àtiupə'b səmmsıgor
	Prévue pour 2008-2009	Cadre de travail	Santé et sécurité au travail
2010-2011	Prévue pour 2009-2010	Sommative	contre les incendies
2009-2010	Prévue pour 2009-2010	Sommative	Stratégie pour un milieu de travail sans racisme
· 2009-2010	Prévue pour 2009-2010	Sommative	ndemnisation fédérale des accidentés du travail
	Prévue pour 2008-2009	Sommative	segramme des affaires du travail liées

Nom de l'évaluation



de programme indiquées dans l'architecture des activités de programme qui a été approuvée pour 2008-2009. terme au cours de l'exercice, alors que d'autres s'amorceront. Les évaluations sont présentées en fonction des activités Voici une liste des vérifications et des évaluations prévues pour 2008-2009. Plusieurs de ces projets seront menés à

d'évaluation

Type

Situation

prévue

d'achèvement

Date

http://www.rhdsc.gc.ca/fr/publications_ressources/evaluation/index.shtml

Adaptation de la main-d'œuvre – Initiative ciblée pour les travailleurs âgés	Étude de faisabilité	noitandalè'b eiov ne tabnaM	Hiver 2008
Partenariat pour les compétences et l'emploi des Autochtones (PCEA)	Sommative	noitsrodalà'b eiov ne tabnaM	800S aqmətnirq
Partenariat pour les compétences et l'emploi des Autochtones (PCEA)	9vitsm1o7	Analyse des résultats	Hiver 2008
Ententes sur le développement des ressources humaines autochtones	evitsmmoS	noitandalè'b eiov ne tabnaM	800S ənmotuA
Ententes sur le développement des ressources humaines autochtones	-Formative	Analyse des résultats	800S agmetnirq
Entente sur le développement du marché du travail : Munavut	evitsmmoS	Prévue pour 2010–2011	
Entente sur le développement du marché du travail : Saskatchewan	evitsmmoS	Analyse des résultats	Hiver 2008
Entente sur le développement du marché du travail : Alberta	Sommative	statlusèr seb esylanA	800S aqmətnirq
Entente sur le développement du marché du travail : T.NO.	Sommative	Phase d'élaboration de la méthodologie	800S ənmotuA
Entente sur le développement du marché du travail : Manitoba	Sommative	Phase d'élaboration de la méthodologie	800S ənmotuA
Entente sur le développement du marché du travail : ÎPÉ.	Sommative	Sur le terrain	Été 2008
Entente sur le développement du marché du travail : Mouvelle-Écosse	evitsmmoS	Sur le terrain	Été 2008
Entente sur le développement du marché du travail : Mouveau-Brunswick	evitsmmoS	Analyse des résultats	Hiver 2008
Entente sur le développement du marché du travail : Yukon	evitammoS	Phase d'élaboration de la méthodologie	800S YeviH
Trois projets pilotes – travailleurs saisonniers	Sommative	Mandat en voie d'élaboration	2008-2009
Travail saisonnier pendant cinq semaines	Sommative	Sur le terrain	Printemps 2008
Réduction des cotisations (maladie)	Sommative	Sur le terrain	800S ənmotuA
Entrant et rentrant	Formative	Analyse des résultats	800S agmetnin9
Entrant et rentrant	Sommative	Sur le terrain	800S ənmotuA
Prestations ordinaires	Sommative	Prévue pour 2010-2011	
Marché du travail			

Renseignements sur les programmes de palements de transfert

Tableau 3

de transfert suivants d'une valeur de plus de 5 millions de dollars: Au cours des trois exercices (2008-2009 à 2010-2011), RHDSC assurera la gestion des programmes de paiements

Marché du travail

- Stratégie emploi jeunesse
- Fonds d'intégration pour les personnes handicapées
- Partenariats pour les compétences et l'emploi des Autochtones
- Stratégie de développement des ressources humaines autochtones
- Fonds d'habilitation pour les communautés minoritaires de langue officielle
- Cadre multiliatéral pour les ententes relatives au marché du travail pour les personnes handicapées
- Initiative ciblée pour les travailleurs âgés
- 8. Ententes sur le marché du travail

Compétences en milieu de travail

- 9. Programme des conseils sectoriels
- 10. Programme d'apprentissage, d'alphabétisation et d'acquisition des compétences essentielles pour les adultes
- 11. Programme de reconnaissance des titres de compétence étrangers
- 12. Initiative Compétences en milieu de travail
- 13. Subvention incitative aux apprentis

Apprentissage

- 14. Programme canadien de prêts aux étudiants Obligations contractées
- 15. Programme canadien de prêts aux étudiants Paiements d'intérêts et autres obligations
- 16. Programme canadien de prêts aux étudiants Financement direct
- 17. Subventions canadiennes pour études et Subventions canadiennes pour l'accès aux études
- 18. Programme canadien pour l'épargne-études Bon d'études canadien
- 19. Programme canadien pour l'épargne-études Subvention canadienne pour l'épargne-études

Investissement social

- 20. Sécurité de la vieillesse
- 21. Supplément de revenu garanti
- 22. Paiements d'allocations
- 23. Programme de partenariats pour le développement social
- 24. Programme Nouveaux Horizons pour les aînés
- 25. Fonds d'accessibilité

Enfants et familles

26. Prestation universelle pour la garde d'enfants

Logement et sans-abri

27. Stratégie des partenariats de lutte contre l'itinérance

Travail

28. Programme de protection des salariés

On peut trouver des renseignements supplémentaires sur ces projets à l'adresse suivante:

http://www.tbs-sct.gc.ca/est-pre/20082009/p3a_f.asp

Pésultats attendus Pour 2002–2009	Mesure du rendement d'après la SDD actuelle	But à long terme	But fédéral de développement durable et résultats lansenell ansennement traemente	ab àtivoirq tnamaqqolavàb aldsrub
e Politiques et especial de seupridos es especial de sepirocaça te especial de seupridos	Élaboration et mise en œuvre de politi- ques et de directives ur le développement	Le développement durable est intégré aux politiques et à la prise de désisions printe dévelops	e but : Régle du développement durable durable e capagements	ub əjgəf İnəməqqoləvəb əldenub
du Ministère axées sur la viabilité Étabilissement de rôles et de respon- sabilités définis en matière de leadershipm matière de leadershipm	durable Établissement d'une structure organisa- tionnelle consacrée au développement durable	səlləhəlisidim	de la SDD sont intégrés aux processus clés pour la planification et la pro- duction de rapports des ministères et agences ministères et agences	
du développement du rable au Ministère durable au Ministère Peddition de compte.	Intégration de la SDD au cycle ministériel de planifica-		de gouvernance clairs et efficaces pour intégrer le développement	
du Ministère au sujet des activités liées à la SDD dans divers	tion et de production de rapports • Création		durable au processus décisionnel (p. ex., l'évaluation	
documents minis- tériels, dont le RPP, le RMR et le Rappor annuel de Service	d'un Programme de reconnaissance du développement durable		environnementale stratégique)	
Canada Reconnaissance des efforts investis	Création d'outils de mobilisation			
par les employés du Ministère dans le développement durable	 Etablissement d'un réseau de la SDD auprès des représentants sel saturt ab 			
noitatinementa. ode la senaitation ode la deversion con la production ode la dévalue transport ode la dévalue ode la dé	de toutes les directions générales et les régions			
durable Constitution d'un réseau national d'employés de Service Canada pour appuyer les activités de développement durable et aider durable et aider als surveillance				

Résultats attendus pour 2008–2009	Mesure du rendement d'après la SDD actuelle	But à long terme	But fédéral de développement durable et résultats dans l'ensemble du gouvernement	Priorité de développement durable
Augmentation des propositions de financement préexaminées pour réduire les incidences aur l'environnement de toute subvention ou contribution de Service Canada Augmentation du bénévolat du bénévolat du Ministère dans du Ministère dans leur collectivité besoins des cilients besoins des cilients besoins des cilients collectivité besoins des cilients du Mieux répondre aux besoins des cilients besoins des cilients contres de services jour de l'information jour de l'information durable dans les centres de services durable dans les durable dans les centres de services durable dans les centres de services de Service Canada	 Incitation au bénévolat des bénévolat des employés dans leur collectivité Établissement d'un processus de rétroaction aux services des politiques Diffusion de renseignements sur le développement aux ble dans les centres de services de Service de Service 		4.3.2 Les risques des substances nocives des substances nocives pour la santé humaine et des écosystèmes l'assainissement édéraux) des lieux contaminés fédéraux) 5e but : Développement durable et usage des ressources naturelles naturelles durable sur le plan durable sur le plan environnemental, essources naturelles, durable sur le plan est environnemental, est environnemental,	
volume de matériaux recyclés dans les centres de services de Service Canada de Service Canada de la liste des futurs besoins de l'environnement eurs du bien-être teurs du bien-être des Canadiens des Canadiens des Canadiens et formation des	Partenariats – Conseils sectoriels: Promouvoir le travail avec le Conseil de 1'OCE pour encou- rager un travail semblable dans les autres secteurs es autres secteurs du bien-être du bien-être des Canadiens es Canadiens - Personnes –	Le secteur de l'environnement a l'effectif nécessaire à l'atténuation des impacts L'information utilisée dans la prise utilisée dans la prise de décisions de decisions de decisions de décisions de decisions de decisions de decisions de decisions de decisions de decisions	4e but: Des collectivités durables 4.1.1 Les collectivités sont bien placées pour ment social durable ment social durable 4.2.1 Les collectivités s'adapter et pour entre- s'adapter et pour entre- tenir ou engendrer des tenir ou engendrer des tenir ou engendrer des	Projets de prestige
	des compétences et du marché du travail	a'emploi	esupair sed 2.8.4 esa constante seb by the services of separation of separations of separation	

(kusaux)

Résultats attendus Pour 2008–2009	Mesure du rendement d'après la SDD actuelle	But à long terme	but fedéral de fugarentes de la control de función de la control de la c	eb êtinoirq fremeqqolevêb eldsrub
Augmentation de l'utilisation ministèrielle l'hébergement certifié « développement durable » Augmentation du l'achat d'articles écologiques Augmentation de la sensibilisation de des déchets des départables de recyclage de recyclage Acquisition réduite de documents papier de cocuments papier en les remplaçant par des répertoires de les répertoires de	 Iniţiative de choix d'hôtels écologiques viables Organisation de séances de formation avec les adjoints administratifs elniţiative sur les déchets electroniques elniţiative de réduction du nombre de bottins téléphoniques dans teléphoniques dans les bureaux régionaux 	e La plupart des produits et des services achetés sont « écologiques »	but but but she but she but she but she beyond des ressources naturelles fessources naturelles, but she sources naturelles, durable sur le plan environnemental, est encouragée	Achats écologiques
en ligne • Réduction de la consommation de papier et d'énergie pour traiter les services offerts • Réduction de la consommation de papier et des exigences des exigences des services des services • Quantité réduite • Quantité réduite • Reduction de services	or initiative d'automatisation du traitement e Simplification des documents requis pour la prestation des programmes Initiative sur la réduction du volume de papier utilisé	• Réduction de l'incidence sur l'environnement de tous les services captions	5e but: Développement durable et usage des ressources naturelles 5.3.1 L'utilisation des ressources naturelles, durable sur le plan environnemental, est encouragée	Traitement écologique
Augmentation de la sensibilisation et du sensibilisation et du recours aux services de Service Canada Augmentation du nombre de centres de services de Service Canada conçus pour offrir confus concus confus pour offrir confus	Promotion de canaux de prestation de services écologiques eur l'aménagement des centres des Centres de Service Canada Penforcement de la fonction d'évaluation fonction d'évaluation	Les collectivités contribuent davantage au développement durable	4e but: Des collectivités durables 4.1.1 Les collectivités sont bien placées pour avancer le développe- ment social durable	Collaboration avec les collectivités

conformément aux objectifs gouvernementaux et ministériels : Le tableau suivant est un aperçu des activités prévues dans le cadre de la SDD et des résultats attendus pour 2008-2009

des services du gouvernement du Canada aux Canadiens de manière à réduire du travail forts et inclusifs, et en étant un exemple de viabilité dans la prestation Vision de la SDD ministérielle : Favoriser le développement durable en soutenant une société et un marché

			les impacts sur	
Résultats attendus pour 2008–2009	Mesure du rendement d'après la SDD actuelle	But à long terme	But fédéral de développement durable et résultats dans l'ensemble du gouvernement	Priorité de friorité de friorité priorité friorité
Aéduction de la consommation d'énergie dans les les les les les les les les les le	Initiative d'économie d'énergie dans les infrastructures Initiative concernant Inérisative concernant I'éclairage économe I'éclairage	• Réduction de la consommation sab te signerà b S∃Ð eb snoissimè	3e but: Réduction des émissions de gaz à effet de serre	es des elduemm
 Augmentation du volume et des types de matériaux recyclés Augmentation du nombre de bureaux partagés avec 	to wolume d'énergie du volume d'bes de mation d'b mation de la consomation d'énergie du matériel d'énergie du matériel de bureau de bureau de bureau de bureau de bureau de luitiative sur		3.2.1 Le soutien pour les technologies propres est fourni (comme pour les édifices, le transport et les processus industriels)	
les divers niveaux de gouvernement	le recyclage Initiative de partage Initiative de partage des bureaux d'un même secteur de		5 e but : Développement durable et usage des ressources naturelles	
	compétence ou avec d'autres secteurs de compétence		5.2.1 La consommation et la production durables des ressources natu- relles sont encouragées	
Réduction des émissions de GES du parc de GES du parc de véhicules ou covoiturage avec du covoiturage avec de sutres ministères administrations Augmentation Augmentation Augmentation Augmentation Augmentation Augmentation Augmentation Bersonnel de de véhicules par le personnel de le personnel de de véhicules par de véhicules par le personnel de le personnel de le personnel de de véhicules par de véhicules par de véhicules de véhicules de véhicules Augmentation Augmen	 Initiative d'utilisation optimale des véhicules covoliturage dans un même secteur de compétence ou avec d'autres secteurs de compétence compétence Organisation de séances de formation avec les employés de la Gestion du parc de véhicules Initiative de conduite écologique 	ub selucilév du Ministère dégagent acsions des de GES réduites de GES réduites sellun no	seb rotion des Réduction de gaz simissions de gaz se elfet de serre soncissimè sed 1.8.8 sont réduites	ehicules

Stratégie de développement durable



quotidiennes. Pendant la durée de la stratégie, les principales priorités ministérielles sont les suivantes : des politiques et des programmes grâce à un nombre choisi de projets de prestige, ainsi que sur l'écologisation des activités comporte deux volets: elle est axée sur l'application d'une perspective de développement durable pendant l'élaboration La Stratégie de développement durable (SDD) de RHDSC a été déposée au Parlement le 20 décembre 2006. La stratégie

- réduire la consommation d'énergie des immeubles;
- réduire les émissions des véhicules;
- accroître les achats écologiques;
- augmenter le traitement écologique dans la prestation des programmes et des services;
- améliorer la collaboration avec les collectivités en vue d'assurer leur viabilité;
- dans l'élaboration des politiques et la conception des programmes. • élaborer des projets de prestige qui sont des exemples de notre approche de développement durable

qes brogrammes, les achats écologiques, la gestion des déchets électroniques et la simplification des documents requis pour la prestation le recyclage, l'optimisation du parc de véhicules, la conduite écologique ou le covoiturage, le choix d'hôtels écologiques, dans les infrastructures, l'éclairage économe d'énergie, la diminution de la consommation d'énergie du matériel de bureau, Les activités écologiques ministérielles comprendront vingt-quatre activités telles que des initiatives d'économie d'énergie

qui dépassera une période de trois ans. RHDSC lancera les projets de prestige dans les trois domaines suivants: des politiques et des programmes, ce qui nécessitera un plus grand investissement de temps et d'argent, et une participation l'environnement et la société. A cette fin, le Ministère appliquera une perspective de développement durable à l'élaboration examiner les programmes et déterminer les endroits où l'on traite des trois aspects du développement durable – l'économie, projets de prestige démontreront que le Ministère sort des sentiers battus en présentant une stratégie d'ensemble pour avancer les connaissances sur le développement durable quant à l'élaboration des politiques et des programmes. Les L'approche à long terme de RHDSC pour as SDD consiste à choisir un nombre précis de projets significatifs pour faire

- des collectivités. et à la sécurité du revenu et en soutenant des marchés du travail efficaces et inclusifs pour améliorer la viabilité • Personnes : Soutenir les initiatives qui aident les Canadiens à investir en eux en leur donnant accès à l'apprentissage
- d'encourager l'emploi viable, en particulier s'il se rapporte à l'environnement. • Partenariats: Tirer parti du savoir et des personnes pour élaborer des partenariats et cibler de nouvelles possibilités
- sociaux, environnementaux et économiques qui caractérisent actuellement le Canada éclairent la prise de décisions. • Savoir: Produire une base d'information sur les indicateurs sociaux et économiques pour veiller à ce que les facteurs

joue dans la mise en œuvre d'initiatives de développement durable. un traitement plus efficace et plus écologique des services qu'il offre et à la sensibilisation accrue au rôle que le personnel au travail. Outre ces activités, le Ministère s'attachera, en 2008-2009, à réduire son empreinte environnementale grâce à en sorte que les employés soient formés pour intégrer les mesures de développement durable à leurs activités quotidiennes écologiques et les projets de prestige est de renforcer l'élaboration, la gestion et le suivi des activités proposées et de faire RHDSC a déterminé que le meilleur moyen d'assurer la probité et l'imputabilité des résultats définis dans les activités

Section III Renseignements supplémentaires

Lien du ministère avec les résultats du gouvernement du Canada



Harmonisation avec le secteur de résultats du gouvernement du Canada

Dépenses prévues (en millions de dollars)

2008-2009 2009-2010 2010-2011

	p,828 £6	6,826 68	£'669 98	JATO
	0,707 1	8,407 1	8,417 #	Sous-total
Affaires gouvernementales	8,252	7,282	232,4	Services gouvernementaux fondés sur la collaboration et structurés en réseau
× Affaires gouvernemantales	0,878	2,878	2,088	ėtingėtini •
V Affaires gouvernementales ∨	2,868	6,868	2'209	Service décloisonné et axé sur les citoyens
		(epeue	O ecivice (Service C	ésultat stratégique: Amélioration des résultats pour les Canadiens grâce à l'excellence
	₽,880 27	1,469 88	8,189 29	letot-suo?
 Croissance économique forte 	2,1	2,1	9,891	Fogement et sans-abri **
V La sécurité du revenu et l'emploi pour les Canadiens	2 504,3	1'66⊅ Z	2 488,2	• Enfants et familles
V La sécurité du revenu et l'emploi pour les Canadiens	6'679 69	8,881 88	63 028,0	Investissement social
	sap ja	sellimst seb , se	eux-être des personn	ésultat stratégique: Amélioration de la sécurité du revenu, accès aux possibilités et m ollectivités
V Un marché équitable et sécurisé	1,285,1	6,082	4,172	· liavaiT •
		tion, et nomes	s, où règne la coopéra	ésultat stratégique: Milleux de travail sécuntaires, sains, équitables, stables, productifi Iternationales du travail efficaces
	9,014 61	8,080 91	1,347.81	Sous-total
	4,808 ↑	8,1Se t	9'960 Z	• Apprentissage
√ Une économie axée sur l'innovation et le savoir		8,632	8,572 -	Compétences en milieu de travail
Une économie axée sur l'innovation et le savoir Une économie axée sur l'innovation et le savoir	240,3			
V Une économie axée sur l'innovation et le savoir	9,136 71	8,998 81	7,878.81	Marché du travail
√ Une économie axée sur l'innovation et le savoir	6,186 71			avail compétitifs et l'accès à l'apprentissage
La sécurité du revenu et l'emploi pour les Canadiens Vine économie axée sur l'innovation et le savoir	eb xuəilim	t inclusifs, des r	du travail efficients e	ésultat stratégique: Productivité et panticipation canadiennes accrues par des marchés avail compétitirs et l'accés à l'apprentissage • Marché du travail
V Une économie axée sur l'innovation et le savoir	6,186 71			avail compétitifs et l'accès à l'apprentissage

a Un nouveau programme, la Stratégie des partenariats de lutte contre l'itinérance, a été annoncé en décembre 2006 pour une période de deux ans (2007–2008 et 2008–2009).

b Au sein de son portefeuille, Ressources humaines et développement social met l'accent sur les sans-abri et la Société canadienne d'hypothèques et de logement met l'accent sur le logement. L'architecture des activités de programme sera mise à jour dès que possible pour refléter cette situation.

Section III

Renseignements supplémentaires

Profil des dépenses du Rapport sur les plans et les priorités 2008-2009

Service Canada

6,861 87	Total Livré pour RHDSC
۰ ٤٬١٥٩ ۲۲	sitislegibel transfert lègislatifs
24,0	Ententes sur le développement du marché du travail - Amélioration des systèmes
t'188 tl	Sous-total des prestations d'assurance-emploi
7,420 2	II eútis9 •
12 827,0	l eiths9 •
·	Prestations d'assurance-emploi
6'901 67	Prestations du Régime de pensions du Canada
0,068 88	Sous-fotal des autres paiements législatifs
0.878.	Paiements d'allocation
0'969 4	S Supplément de revenu garanti
0,126 321,0	° Programmes de la Sécurité de la vieillesse
	Autres paiements législatifs:
9'969	Subventions et contributions votées (Crédit 5)
	-ivré pour Ressource humaines et Développement social Canada (RHDSC) ^b
e 8'tl L	⁶ inemennetionis de fonctionnement ⁸
1 269,9	Sous-total
0'9	Antres ministères du gouvernement
1,202,1	Régime de pensions du Canada
8,230 1	Compte d'assurance-emploi
	couts de livraison du:
6.484	(1 Tibèn) (Crédit 1)
	Budgetaire

⁸ Ce montant comprend les postes législatifs pour le régime d'avantages sociaux des employés. Total consolidé

7,116 67

c Les Canadiens et les organisations bénéficient directement de ce montant qui est livré pour RHDSC. votées liées à la livraison de programmes spécifiques sont alloués à Service Canada annuellement par RHDSC. les prestations du Régime de pensions du Canada, le programme de la sécurité de la vieillesse et les subventions et contributions b La stratégie financière de Service Canada établit que les fonds législatifs incluant les prestations d'assurance-emploi,

Total - Equivalents temps plein

Service décloisonné et axé sur les citoyens

Intégrité

Services gouvernementaux fondés sur la collaboration et structurés

2008-2009

Ressources financières détaillées par programmes ou service

	200 K		031 111
Ressources humaines (Équivalents temps plein)			
Total	8,4171	8,407 1	0,707 1
Total partiel	232,4	7,282	232,8
Répartition des services internes ^a	4,88	9,58	7,88
Gestion de l'information et du savoir	0,1	0,1	0.1
Partenariats	0.841	1.841	1,841
Services gouvernementaux fondés sur la collabora	ation et structurés e	neseau	
Total partiel	2,088	2,978	0,878
Répartition des services internes ^a	£,81£	. 0,215	9,418
Traitement	9'677	6'977	1,744
Gestion du risque	7,801	7,801	7,801
Gestion de l'identité	9'01	10'9	9,01
Integrité			
Total partiel ^b	602,2	6'969	2,863
Répartition des services internes ^a	4,612	214,9	214,0
Prestation des services	342,1	6,688	7,148
Groupes de services aux clients	36,8	0,88	4,78
Stratégies et politiques du service	2,8	1,8	1'9
Service décloisonne et axé sur les citoyens			
Ressources financières (en millions de dollars) Service décloisonné et axé sur les citoyens	C 3		

808 61

2977

19 237

200 11

813

19761

90111

partagés a été divisée entre chaque activité de programme. aux Services de vérification interne, à la direction générale Politiques, partenariats et affaires ministérielles et aux services ê La portion des services internes liés au bureau de l'administratrice générale, au bureau du chef de la direction financière,

Tableaux financiers

Service Canada

Total - Équivalents temps plein

Résultat stratégique : Amélioration des résultats pour les Canadiens grâce à l'excellence du service

Dépenses prévues

808 61

19 237

192 61

2008-2009 2009-2010 2010-2011

səuietunu	10 9	linancières	DUTCES	SSON

018	813	813
901 11	740 11	11 042
. 988 7	775 7	7 453
1714,8	8,407 1	0,707 1
232,4	7,282	8,252
232,4	7,282	8,252
nesean		,
2,088 ·	2,978	0,878
S,088	2,978	0,878
2,208	6'969	2,868
2,209	6,363	2,863
	880,2 232,4 232,4 774,8 7 335 7 335 7 106	880,2 876,2

Régime de pensions du Canada. Compte d'assurance-emploi et du Compte du moyen des niveaux de référence du Ministère, du Les dépenses de fonctionnement sont financées au

en réseau sur la collaboration et structurés Services gouvernementaux fondés

Compte d'assurance-emploi. moyen des niveaux de référence du Ministère et du Les dépenses de fonctionnement sont financées au organismes chargés de la statistique de l'état civil. jour plus opportunes et complètes auprès des Registre de l'assurance sociale grâce à des mises à de leur vie privée, et en augmentant la précision du renseignements personnels des citoyens et le respect interopérables, en assurant la gestion sécuritaire des adoptant des systèmes et des infrastructures communautaires, en partageant de l'information, en d'autres niveaux de gouvernement et des partenaires travaillant avec d'autres ministères et organismes, aux Canadiens un service axé sur le citoyen, et ce, en et en réseau à l'échelle du gouvernement afin d'offrir Met en œuvre une approche d'entreprise coopérative

qes bjuus Programmes à l'appui

et axés sur le citoyen Services homogènes

Compte du Régime de pensions du Canada. Ministère, du Compte d'assurance-emploi et du sont financées au moyen des niveaux de référence du et en personne. Les dépenses de fonctionnement d'accès à un seul endroit par téléphone, par Internet actuelles, et offre des services personnalisés et faciles nouvelles offres de service et améliore les offres attentes des citoyens et des collectivités, élabore de recherches et des analyses sur les besoins et les destinées aux collectivités de clients, réalise des Elabore des politiques de service et des stratégies

Intégrité

services de courrier. contributions, de prestations individuelles et de le traitement des demandes de subventions et et favoriseront la réduction d'erreurs de paiements, et à l'intégrité qui porteront sur les risques opérationnels l'élaboration de stratégies de gestion des risques liés code d'identification sécuritaire et commun, Registre de l'assurance sociale comme base d'un en œuvre du numéro d'assurance sociale et du boh moment et pour le but visé. Elle comporte la mise reçoit le service souhaité ou la prestation voulue au de vérifier que la bonne personne ou organisation Améliore et renforce l'intégrité des programmes afin

Indealman de aureio

- d'admissibilité 85 % Pourcentage d'avis de paiement ou de non-paiement de prestations de retraite du RPC émis dans le premier mois suivant la date
- Nombre de demandes au Régime de pensions du Canada traitées -
- traitées Indiquer volume réel Nombre de demandes de prestations de Sécurité de la vieillesse de la SV émis dans le premier mois suivant la date d'admissibilité - 90 % • Pourcentage d'avis de paiement ou de non-paiement de prestations de base
- Nombre de paiements de la Subvention incitative aux apprentis émis émis dans les 28 jours suivant la date du dépôt de la demande - 85 % Pourcentage de paiements de la Subvention incitative aux apprentis
- Pourcentage de NAS émis selon les processus rapides (Accès rapide judiquer volume reel Nombre de demandes de la Subvention incitative aux apprentis reçues -
- au MAS, enregistrement des nouveau-nes en Ontano et en C.-B., et TELEAPP au Mouveau-Brunswick) 90 %
- Exactitude des paiements d'assurance-emploi 95 % Nombre de demandes de NAN traitées - Indiquer volume réel
- annee de reference • Exactifude des paiements du Régime de pensions du Canada -• Exactitude des paiements de la Sécurité de la vieillesse - 95 %
- à Passeport Canada • Nombre de demandes de passeport examinées et acheminées
- Nombre de plaintes reçues sur les langues officielles (parties IV et VII que le trançais et l'anglais (langues autochtones et étrangères) - 1 1 • Nombre total de dépliants/publications offerts dans des langues autres
- Indiquer volume réel Nombre de demandes d'écoAUTO dont l'approbation a été recommandée fondées et non fondées) - Indiquer volume réel
- % 08 Satisfaction de la clientèle à l'égard des services fournis 80 % Nombre de demandes de permis d'embarcation de plaisance traitées –
- compétence afin d'améliorer l'efficience et la dans le gouvernement fédéral et entre les secteurs de res brogrammes et services sont synchronisès

facilité d'accès pour les citoyens.

- bar téléphone (sans signal occupé) 95 % Pourcentage d'accès à des services automatisés d'information
- Nombre d'appels pris par le système de réponse vocale interactive -
- . Nombre d'appeis de renseignements genéraux pris par les agents du 1 800 O-Canada Indiquer volume réel Pourcentage d'appels de renseignements généraux pris par un agent dans les 18 secondes (1 800 O-Canada) – 85 %
- % 08 sebnoose 081 sel Pourcentage d'appels spécialisés pris par les agents dans
- Accessibilité en tout temps à Service Canada par Internet -information Nombre d'appels concernant les programmes spécialisés pris par les agents du RPC, de la SV, du POPE, et de l'a.-e. – Indiquer volume réel
- Nombre de visites sur le site Internet de Service Canada Indiquer
- Pourcentage de Canadiens ayant accès à un point de service de Service Nombre de visites sur le site Internet du Guichet emplois - 95 millions
- 100 sanso ed Service de Service Danada 601 Canada dans un rayon de 50 kilomètres de leur domicile - 95 %
- à la clientèle Indiquer volume réel Nombre de visites en personne à un point de service - avec service Indiquer volume réel Nombre de visites en personne à des points de service - Libre-service -
- · Pourcentage d'avis envoyés dans les sept jours suivant la réception

d'assurance-emploi reçues - Indiquer volume réel

Nombre de demandes initiales et renouvelées de prestations émis dans les 28 jours suivant la date du dépôt de la demande - 80 % Pourcentage d'avis de paiement ou de non-paiement de prestations d'a.-e. % 08 - abnamab anu'b

facile par de nombreux moyens de prestation qui seuvices pangouvernementaux grace a racces Les citoyens sont reliès aux programmes et

ebougeut aux besoins de chacun.

Activités de programme

rentable qui soit au bon citoyen, au bon moment

Les prestations sont versées de la manière la plus

et a la fin prevus.

Intégrité

et axés sur les citoyens Services décloisonnés

en reseau fondés sur la collaboration Services gouvernementaux

- axée sur le citoyen Elaborer une nouvelle architecture de l'information à l'état civil et signer trois autres accords Mettre en œuvre les actuels accords relatifs
- TMG3 sel hus · Soutenir RHDSC dans les discussions
- qes economies bont le programme renouvellements d'ici la fin de l'année) et réaliser demandes initiales de l'a.-e. et de 50 % pour les principalement par l'automatisation du traitement des prestations (cible de 15 à 20 % pour les Hécolter d'importantes économies opérationnelles
- Améliorer l'intégrité du NAS/RAS
- un pour le RPC et l'a.-e. Mettre en œuvre un cadre de gestion
 de la qualité pour la SV et en élaborer de gestion des risques opérationnels Mettre en œuvre des cadres communs
- et des ordinateurs centraux Elaborer un plan de transition des applications
- Mettre en œuvre le paiement d'expérience passeports, mettre en œuvre des projets pilotes d'authentification et renouveler l'entente · Terminer l'expansion des services relatifs aux
- et normalisés de l'a.-e., du RPC et de la SV Mettre en œuvre des services simplifiés
- bont tous les canaux
- Priorités et plans connexes et les travailleurs relatives aux services pour les personnes âgées Autochtones et mettre en œuvre des strategies • Elaborer des segments de clientèle clés pour les
 - Améliorer l'efficacité, le rendement
 - Mettre en œuvre le modèle d'expérience de et la coordination des canaux
- Elaborer la vision d'un centre de contact et un plan de mise en œuvre service dans divers centres de Service Canada

(enite)

Plans à l'appui du résultat stratégique

Plan: Mettre en œuvre un cadre de gestion de la qualité pour la SV et en élaborer un pour le RPC et l'a.-e.

Service Canada élaborera et mettra en œuvre un cadre universel de gestion de la qualité pour renforcer l'intégrité
et l'efficacité du traitement des prestations, qui comprend les normes et les outils nécessaires à la réalisation de suivis
et d'examens des opérations et de la qualité de la Sécurité de la vieillesse et du Régime de pensions du Canada, et du
maintien de celui de l'assurance-emploi. L'incorporation de normes de qualité qui répondent aux attentes de la population
et respectent les règles du gouvernement amélioreront la prestation de services.

Plan: Elaborer un plan de transition des applications et des ordinateurs centraux

 Service Canada élaborera un plan de renouvellement afin de moderniser son infrastructure technologique et les applications logicielles qui s'y rattachent.

Services gouvernementaux fondés sur la collaboration et structurés en reseau

Plan: Mettre en œuvre les actuels accords relatifs à l'état civil et signer trois autres accords

 Service Canada continuera de travailler en vertu de la Stratégie de gestion de l'état civil pour accroître la communication d'informations entre les provinces et territoires et Service Canada, ce qui permettra la mise à jour complète et rapide des données de l'état civil. Ce processus entraînera une intégrité accrue des données du Registre de l'assurance sociale et contribuera davantage aux services homogènes axés sur le citoyen.

Plan: Élaborer une nouvelle architecture de l'information axée sur le citoyen

 Service Canada continuera d'élaborer une approche holistique de collecte, de gestion et d'utilisation des renseignements sur les clients pour améliorer le service aux Canadiens.

Plan : Soutenir RHDSC dans les discussions sur les Ententes sur le marché du travail (EMT)

 Service Canada offrira le soutien à Ressources humaines et Développement social Canada (RHDSC) sur les discussions sur les Ententes sur le développement du marché du travail (EDMT) avec les provinces et territoires cogérés.

Plans à l'appui du résultat stratégique (suite)

Plan : Améliorer l'efficacité, le rendement et la coordination des canaux

Service Canada améliorera l'efficacité, le rendement et la coordination des canaux de prestation (téléphone, Internet, réseautage en personne et courrier traditionnel) en mettant en œuvre un programme national de contrôle de la qualité, des ninitiatives de gestion de la charge de travail, de nouvelles mesures du rendement normalisées du service, des processus intégrés et des canaux coordonnés au cours des trois à cinq prochaines années. Ces solutions feront en sonte que les Canadiens auront un accès unique et facile aux programmes et services sur l'ensemble du territoire.

Plan: Mettre en œuvre le modèle d'expérience de service

Service Canada effectuera un projet pilote de modèle d'expérience de service dans divers centres de Service Canada.
 Ce modèle définit la façon dont les clients sont servis aux points de service en personne de Service Canada. Il sera ainsi possible de déferminer l'avenir de la prestation de services en personne à Service Canada.

Plan: Elaborer la vision d'un centre de contact et un plan de mise en œuvre

Service Canada élaborera une vision et un plan de transformation et d'intégration pluriannuel pour un centre de contact
axé sur la clientèle, constitué d'un service de transfert d'appels en fonction des compétences, d'un programme national
d'assurance de la qualité, d'outils de gestion de la charge de travail et d'une stratégie de ressources humaines pour attirer
et conserver un effectif d'une taille et d'une compétence convenables. Ce centre permettra de soutenir un réseau intégré
et de classe mondiale de centres de contact offrant des services généraux, personnalisés et faciles d'accès de manière
et de classe mondiale de centres de contact offrant des services généraux, personnalisés et faciles d'accès de manière
uniforme, homogène, efficace, sécurisée et rentable.

Intégrité

Plan : Récolter d'importantes économies opérationnelles, principalement par l'automatisation du traitement des prestations (cible de 15 à 20 % pour les demandes initiales de l'a.-e. et de 50 % pour les renouvellements d'ici la fin de l'année) et réaliser des économies pour le programme

- Service Canada poursuivra la mise en œuvre de l'automatisation de ses activités de traitement, qui consiste à simplifier, à normaliser tous les processus favorisant l'automatisation, à accroître l'utilisation du relevé d'emploi Web et à améliorer les applications logicielles de gestion et de traitement de l'assurance-emploi, du Régime de pensions du Canada et de la Sécurité de la vieillesse. Ces activités amélioreront l'exactitude et la rapidité des versements de prestations aux Canadiens et procureront des économies opérationnelles.
- Service Canada automatisera le traitement, notamment en simplifiant et en normalisant les processus et en augmentant l'utilisation du Web pour les relevés d'emploi, et améliorera les outils et les analyses axées sur les risques afin de gérer et de traiter les demandes de prestation d'assurance-emploi, du Régime de prestation du Canada et de la Sécurité de la vieillesse. Ces activités amélioreront l'exactitude des versements de prestations aux Canadiens et permettront de réaliser des économies sur les coûts opérationnels, lesquelles seront utilisées dans des initiatives de modernisation et de transformation.

Plan: Améliorer l'intégrité du NAS/RAS

- Service Canada mettra en œuvre une stratégie de gestion de la qualité des numéros d'assurance sociale pour consolider et renforcer le numéro d'assurance sociale/registre de l'assurance sociale à titre d'identifiant flable et sécuritaire, conformément aux recommandations de la vérificative générale du Canada dans son rapport Le Point au Parlement de février 2007. Cette stratégie servira d'identificateur commun sécurisé et de fondement de l'identification et de l'authentification des particuliers.
- Service Canada s'est engagé à améliorer ces taux en établissant des objectifs d'intégrité du Registre d'assurance sociale et en rendant compte. Pour 2008, l'objectif concernant les numéros d'assurance sociale légitimes consiste à maintenir le taux de 99,9 %, et l'objectif sur le plan des données clés sur la vie est l'atteinte d'un taux d'exactitude de 97,4 %.

Plan : Mettre en œuvre des cadres communs de gestion des risques opérationnels

Service Canada mettra en œuvre un cadre intégré complet de gestion des risques pour créer une capacité d'analyse
des risques et établir des processus officiels de suivi de l'efficacité de la gestion des risques et de rapports sur celle-ci.
 Ce cadre permettra aussi d'empêcher et de détecter l'abus et la fraude dans les programmes d'assurance-emploi, de
Sécurité de la vieillesse et du Régime de pensions du Canada et de remédier aux cas d'abus et de fraude. Ce cadre
réduira le nombre d'erreurs et permettra de réaliser d'importantes économies.

2014120	200	OIMODRAINIII
Service	90	Indicateurs

(ajins)

70 08
Volume réel à confirmer
Volume réel à confirmer
Volume réel à confirmer
11
Volume réel à confirmer
Année de référence
% 96
% 96
Volume réel à confirmer
% 06

% 08

Plans à l'appui du résultat stratégique

Satisfaction des clients à l'égard des services fournis

Services homogènes axés sur le citoyen

d'authentification et renouveler l'entente Plan: Terminer l'expansion des services relatifs aux passeports, mettre en œuvre des projets pilotes

de la prestation de services et offriront un guichet de service unique amélioré aux Canadiens. des clients, et renouvellera l'accord de partenariat avec Passeport Canada. Ces mesures amélioreront l'efficacité mettra en œuvre une série de projets pilotes d'authentification visant à offrir sur place des services d'identification Service Canada augmentera le nombre de centres de Service Canada qui acceptent les demandes de passeport,

Plan: Mettre en œuvre le paiement d'expérience commune

admissibles qui ont résidé dans un pensionnat indien reconnu. Service Canada mettra en place le Programme de palements d'expérience commune à tous les anciens étudiants

du Canada et de la Sécurité de la vieillesse pour tous les canaux Plan : Mettre en œuvre des services simplifiés et normalisés de l'assurance-emploi, du Régime de pensions

de traitement de base et améliorera le mode de prestation de services aux Canadiens. les canaux de services par un processus et une approche de prestation simplifiés et uniformes. Cela facilitera les activités du Régime de pensions du Canada et de la Sécurité de la vieillesse en apportant les principaux ajustements à tous Service Canada mettra en œuvre une approche simplifiée et normalisée d'administration de l'assurance-emploi,

Plan : Elaborer des segments de clientèle clés

approches de prestation de services. de collaborateurs internes et stratégiques, établira le profil des collectivités de clients, et mettra sur pied de nouvelles de services pour les clients très importants que sont les aînés et les travailleurs. Service Canada sollicitera la participation Service Canada établira un nouveau groupe cible pour les Autochtones et mettra également en application des stratégies

Indicateurs de service

Service Canada

008-2009	S snoisivèr	Indicateurs de service
	% 96	Pourcentage d'accès à des services d'information téléphonique informatisés (sans la tonalité «occupé»)
	Volume réel à confirmer	Nombre d'appels traités par le système de réponse vocale interactive
	% 98	ourcentage d'appels de demandes de renseignements généraux raités par les agents du 1 008 f ub assendes
	Volume réel à confirmer	Mombre d'appels de demandes de renseignements généraux traités par les agents du 1 800 C-Canada
	% 08	Ourcentage d'appels sur les programmes spécialisés traités Sar les agents dans les 180 secondes
	Volume réel à confirmer	Nombre d'appels sur les programmes spécialisés traités par les agents du RPC, de la SV, du PCPE et de l'ae.
	% 86	Oisponibilité 24 heures sur 24/7 jours sur 7 du site Internet Se Service Canada – information et opérations
	Volume réel à confirmer	Vombre de visites sur le site Internet de Service Canada
	anoillim 39	Nombre de visites sur le site Internet du Guichet emplois
	% 96	ourcentage de Canadiens qui ont accès à un point de service
		de Service Canada à moins de 50 kilomètres de leur domicile
	Volume réel à confirmer	Nombre de points de service de Service Canada
	Volume réel à confirmer	Nombre de visites en personne dans les points de service libre-service Nombre de visites en personne dans un point de service –
		avec service à la clientèle
	% 08	ourcentage d'avis produits dans les sept jours suivant la réception sebramandes
	% 08.	ourcentage d'avis de paiement ou de non-paiement des prestations d'assurance-emploi émis dans les 28 jours du dépôt de la demande
	Volume réel à confirmer	Nombre de demandes d'assurance-emploi initiales et renouvelées reçues
	% 98	Pourcentage d'avis de paiement ou de non-paiement des prestations de retraite du droit à la pension
	Volume réel à confirmer	Nombre de demandes du Régime de pensions du Canada traitées
	% 06	Ourcentage d'avis de paiement ou de non-paiement des prestations de base de la SV émis dans le premier mois du droit à ces prestations
	Volume réel à confirmer	Nombre de demandes de Sécurité de la vieillesse traitées
	% 98	Ourcentage de versements de la Subvention incitative aux apprentis versés dans les 28 jours suivant la demande
	Volume réel à confirmer	Nombre de demandes de Subventions incitatives aux apprentis traitées

développement du marché du travail. programmes comme les ententes sur le clients, et à aider RHDSC à réorienter des la gestion et à l'utilisation des renseignements sur les façon à offrir une approche holistique à la collecte, à architecture d'information axée sur le citoyen de provinces et les territoires pour élaborer une nouvelle Canada entend négocier trois autres accords avec les de communication de l'information. De plus, Service Britannique et Alberta), afin de renforcer les capacités accords relatifs à l'état civil (Ontario, Colombie-Service Canada prévoit mettre en œuvre les actuels les clients. Au cours des trois prochaines années, données, et à la protection des renseignements sur ses collaborateurs, à l'amélioration de la gestion des l'élaboration d'accords de partage d'information avec

services dans les collectivités où ils vivent. d'améliorer l'accès des Canadiens aux principaux continuera d'améliorer ce réseau intégré et les Canadiens. Au cours de la prochaine année, il

: stelov xueb coopérative en réseau en se concentrant sur Service Canada agira comme administration

services de tous les gouvernements. mécanismes et infrastructures de prestation de Canada cherchera à tirer parti des actuels de façon à mieux servir les Canadiens, Service Partenariats - Pour combiner et intégrer les services

sur les clients, Service Canada participe à d'optimiser la gestion et l'utilité des renseignements Gestion du savoir et de l'information - Afin

les numéros d'assurance sociale légitimes consiste à maintenir le taux de 99,9 %, et l'objectif sur le plan des données clés sur la vie est l'atteinte d'un taux d'exactitude de 97,4 %. Ces objectifs seront atteints principalement par la mise en œuvre par phases d'ententes sur le partage de données sur la vie avec les provinces et une rigueur accrue du processus d'émission de numéros d'assurance sociale. Service d'émission de numéros d'assurance sociale. Service uniforme d'authentification et d'enregistrement de uniforme d'authentification et d'enregistrement de l'identité pour toutes les offres de services.

Gestion des risques – Pour bien gérer les principaux risques susceptibles de nuire au fonctionnement quotidien, Service Canada prévoit mettre en œuvre un cadre intégré de gestion des risques, de gestion de la une fonction d'analyse des risques, de gestion de la qualité et de réduction des impacts. Ce cadre améliorera l'exactitude de paiement et de traitement dans l'administration des prestations, tout en protégeant la sécurité des renseignements protégeant la sécurité des renseignements

Traitement – Pour améliorer les services de traitement et de paiement aux citoyens, Service Canada met en œuvre un plus grand nombre de processus automatisés dans ses systèmes d'information. Au cours des trois prochaines années, pour améliorer et renforcer davantage l'intégrité des programmes, Service Canada prévoit mettre en couvre des activités de traitement automatisé afin de réduire les dépenses d'exploitation et d'assurer l'exactifude des paiements. Il cherchera par ailleurs à améliorer l'intégrité du NAS/RAS, à mettre en œuvre des mesures rigoureuses de contrôle de la qualité et des réduction des risques, et à élaborer des plans de mise à niveau des logiciels et des ordinateurs mise à niveau des logiciels et des ordinateurs centraux du Ministère.

Services gouvernementaux fondés sur la collaboration et structurés en réseau

Étant l'une des plus grandes organisations de prestation de services gouvernementaux au Canada, Service Canada est une ressource capitale pour les Canadiens. En travaillant en harmonie avec les ministères et organismes fédéraux, de même que les provinces, les territoires et les administrations locales, Service Canada facilite l'obtention simultanée des services gouvernementaux et communautaires pour services gouvernementaux et communautaires pour

Régime de pensions du Canada, et la Sécurité de la vieillesse. Service Canada voudra aussi améliorer le rendement de ses canaux de prestation de services.

L'expansion des méthodes de prestation des services sera limitée à des volets stratégiques et précis, comme le soutien du Programme du travail grâce à l'entrée en vigueur du Programme de protection des salariés et des paiements d'expérience commune aux anciens étudiants admissibles des pensionnats indiens reconnus. Service Canada offrira une expérience de service plus uniforme afin de répondre expérience de service plus uniforme afin de répondre aux besoins des Canadiens, quel que soit l'endroit où ils se trouvent.

Intégrité

Cette activité de programme vise à améliorer et à renforcer l'intégrité des programmes d'administration de plus de 75G\$ de prestations offertes aux Canadiens par l'intermédiaire de Service Canadiens par l'intermédiaire de Services veille à ce que la bonne personne ou organisation reçoive le service souhaité ou la prestation voulue au bon moment et pour le but visé. L'intégrité accrue est essentielle à la penstation d'un service axé sur le citoyen et à prestation d'un service axé sur le citoyen et à la pouvernement. Service de la population envers le gouvernement. Service Canada s'engage à réaliser des économies en mettant sur pied une prestation de services et en réduisant les paiements

Service Canada améliorera l'intégrité de la prestation de services en réalisant des progrès dans trois domaines :

rendant compte. Pour 2008, l'objectif concernant d'intégrité du Registre d'assurance sociale et en améliorer ces taux en établissant des objectifs atteint 97,3 %. Service Canada s'est engagé à à-dire la date de naissance et la date de décès, a clés du Registre d'assurance sociale sur la vie, c'estdépassait 99,9 %. De plus, l'exactitude des données sociale légitimes émis à la bonne personne évaluée en 2007. Le taux de numéros d'assurance L'intégrité du Registre d'assurance sociale a été revenu du Canada aux fins de l'impôt sur le revenu. emploi, le NAS est également utilisé par l'Agence du du Canada, la Sécurité de la vieillesse et l'assuranceprogrammes fédéraux comme le Régime de pensions d'assurance sociale appuie les principaux de services, et pour faire en sorte que le Registre Gestion de l'identité - Fondement de la prestation

aux citoyens en améliorant trois volets: Service Canada renforcera la prestation de services

groupes et en orienter l'élaboration et l'amélioration. et d'ailleurs, pour cibler les services à offrir à ces besoins particuliers et les pratiques exemplaires, d'ici les attitudes et les caractéristiques des clients, les l'économie et les tendances sociales, les perceptions, recherches et des analyses sur la démographie, au Canada. Service Canada réalise également des travailleurs et les employeurs, et les nouveaux venus les communautés minoritaires de langue officielle, les jeunes, les personnes handicapées, les Autochtones, segments sont les familles, les personnes âgées, les segments de clientèle ou « collectivités ». Ces de services en répondant aux besoins des principaux lui permettent d'agir comme chef de file en prestation sbana des segments de clientèle de Service Canada du Canada. Les politiques de service et les stratégies programmes et les services au nom du gouvernement d'autres ministères et organismes pour offrir les travaille au nom de RHDSC et en collaboration avec bonne gérance des fonds publics, Service Canada matière de prestation de services tout en assurant la l'approche globale du gouvernement du Canada en Stratégies de service et politique - Pour façonner

collaboration avec ceux-ci. les politiques et des autres gouvernements, ou en de services au nom des ministères chargés d'élaborer l'élaboration d'une approche intégrée de prestation les partenariats de Service Canada permettent et aux exigences uniques des segments de clientèle, Services à la clientèle - Pour répondre aux besoins

Canada. aux programmes et services du gouvernement du personne pour assurer un accès facile et ponctuel de prestations par téléphone, par Internet et en possibilité d'administrer une panoplie de services et services, Service Canada offre actuellement la Canadiens dans tous les canaux de prestation de prestation des services gouvernementaux pour les Prestation de services - Pour transformer la

services de base comme l'assurance-emploi, le Canada cherchera à améliorer la prestation de personnes âgées et aux travailleurs, où Service segments de clientèle. Cela s'applique surtout aux de perfectionner les stratégies destinées à certains comprendre les besoins des Canadiens en confinuant sur le citoyen, Service Canada cherchera à mieux renforcer la prestation de services homogènes et axés Au cours des trois prochaines années, afin de

> recours à la technologie. meilleures pratiques de gestion de l'information et du national et virtuel. Ce travail bénéficiera également de mondiale qui compte sur un réseau de traitement organisme de prestation de services de classe processus automatisés, afin de se transformer en simplification et la normalisation continues des les programmes mentionnés précédemment par la renforcera également la prestation de services dans

et les compétences des employés Renforcer la capacité organisationnelle

compétences, et l'engagement à remplir son mandat. cadres ayant les bonnes aptitudes et les bonnes grande partie de la collaboration d'employés et de Service Canada comprend que le succès dépend en effectif reconnu pour l'excellence de son service. de prestation de services axés sur les citoyens, et un répond aux besoins futurs des Canadiens en matière Service Canada s'engage à créer un effectif qui

fondés sur la collaboration et structurés en réseau. citoyen, l'intégrité, et des services gouvernementaux programme: des services homogènes axés sur le priorités qui suivent dans ses activités de En 2008-2009, Service Canada reflétera les trois

axés sur le citoyen Services homogènes

conforme aux besoins et aux attentes des gens. d'activité et on assure une qualité de service remet le citoyen au centre même des modes change la façon dont l'Etat sert la population, on ministères. En axant les services sur le citoyen, on prestations d'une multitude de programmes et de eux-mêmes comment avoir accès aux services et aux Par le passé, les Canadiens devaient découvrir par

Canadiens. prestation de services plus utile et significatif aux communautaires, Service Canada offre un choix de ministères et les autres gouvernements et partenaires améliorant les relations de travail avec les autres présence fédérale dans les collectivités, et en les actuels canaux de prestation, en augmentant la dont ils ont besoin pour y avoir accès. En améliorant gens qui doivent chercher les programmes et services services intégrés de manière à réduire le travail des Une approche axée sur le citoyen propose des

E. Service Canada

Suov-saives 9J

les Canadiens en: Chaque année, Service Canada aide

- à quelque 10 millions de Canadiens; c'est-à-dire environ 122 millions de paiements (200 M\$ par jour) en prestations aux Canadiens, payant plus de 75 milliards de dollars
- de prestations gouvernementales; • traitant plus de 5 millions de demandes
- (sənbinondələ) • répondant à plus de 53 millions d'appels
- Web de Service Canada; • recevant plus de 22 millions de visites au site
- ment du Canada, ses programmes et ses services; ayan besoin de renseignements sur le gouverne-recevant la visite de 9,3 millions de personnes
- d'assurance sociale; • recevant 1,56 million de demandes de numéro
- de la part d'employeurs. • affichant plus d'un million d'offres d'emploi

stratégiques: Service Canada aura trois grandes priorités Canadiens aujourd'hui et à l'avenir. En 2008-2009, actuels, tout en répondant aux besoins des

Améliorer le service aux Canadiens

faciles d'accès. et de services faciles à trouver, faciles à gérer, et Canadiens bénéficieront directement de programmes citoyens dans la langue officielle de leur choix. Les priorités de prestation de services et en servant les Canadiens en plaçant le citoyen au sommet de ses Service Canada s'engage à améliorer le service aux

de services Améliorer l'efficacité de la prestation

approche simplifiée et uniforme. Service Canada Canada et de la Sécurité de la vieillesse à l'aide d'une d'assurance-emploi, du Régime de pensions du prestation, y compris la conception, des prestations Service Canada continuera de chercher à améliorer la à améliorer la prestation de services aux Canadiens. tout en réduisant son coût, Service Canada s'engage En améliorant la qualité de la prestation de services

> recherchent les Canadiens par de multiples canaux prestations et des services gouvernementaux que avec ses collaborateurs pour donner accès à des d'améliorer les services aux Canadiens en travaillant gouvernement du Canada. Il a pour mandat Prestation de services aux citoyens du ervice Canada est l'organisme unique de

par téléphone, par Internet ou par la poste.

voici des exemples: 60 programmes et services gouvernementaux. En Canada permet aux Canadiens d'accéder à plus de En collaboration avec ses partenaires, Service

de prestation de services, c'est-à-dire en personne,

- assurance-emploi;
- de la Sécurité de la vieillesse; prestations du Régime de pensions du Canada et
- services d'agents de réception de demandes de
- :hodesseq
- permis d'embarcation de plaisance;

 Navigation carrière (permet aux utilisateurs et de nombreux outils et applications en ligne, comme :

- perspectives d'emploi); renseignements utiles sur les professions et les d'explorer des options de carrières et donne des
- projeté); pensions du Canada et de leur revenu de retraite des cotisations d'un citoyen au Régime de • état des cotisations (offre un résumé personnalisé
- électronique). • Appli-Web (demande d'assurance-emploi par voie

offerts sur le site Web de Service Canada. site Web du Canada, et une série de services en ligne le service téléphonique national 1 800 O-Canada, le services mobiles réguliers, des centres de traitement, prestation de Service Canada comporte des sites de service sur l'ensemble du territoire. Le réseau de au service des Canadiens et environ 600 points de Service Canada compte plus de 19000 employés

poursuivra et améliorera la prestation des services continuera de bâtir sur ses réalisations. Ainsi, il Au cours de la prochaine année, Service Canada

Amélioration des résultats pour les canadiens grâce à l'excellence du service



Total - Equivalents temps plein

Dépenses prévues

2010-2011

1392

0941

2008-2009 2009-2010

Ressources financières détaillées par programmes ou service

	b enoillim	Ressources fin

inds-snes to triangle	978	9	9 .
sellims te stristr	991	158	091
sissement social	1219	1 228	1 205
essources humaines (Équivalents temps plein)			
lsi	8,189 29	1'169 89	p,880 ST
d lained late	9,291	1,2	٦,١
² səmətni səsivnəs səb notitinsqê	7,41	9'0	2,0
ratégie des partenariats de lutte contre l'itinérance	6'091	7,0	L '0
ogement et sans-abri a			
leified lete	2,884 2	7,999,1	2 504,3
partition des services internes °	t '9	4,7	9'1
estation nationale pour enfants	2,4	₽,2	2,4
ntente sur le développement de la petite enfance	8,2	8,2	8,2
adre multilatéral pour l'apprentissage et la garde des jeunes Ifants	0,8	6,8	6.3
stnstne zus znic	2,0742	9,084 2	2 485,6
səllimsi tə sinsin			
laihaq lat	63 028,0	8,561 93	6'679 69
épartition des services internes c	7,08	9,73	2,88
éveloppement communautaire et partenariats	0'99	8,73	6,43
eginne de pensions du Canada - Prestations d'invalidité	\$ 69Z E	3 3 1 5 8	9 980 t
ogrammes de prestations d'invalidité	155,3	2,002	231,9
suoisuad ja sau	9 466 89	Z 996 19	6 071 99
rvestissement social			

^a Au sein de son portefeuille, Ressources humaines et Développement social met l'accent sur les sans-abri et la Société canadienne d'hypothèques et de logement met l'accent sur le logement. L'architecture des activités de programme sera mise à jour dès que possible pour refléter cette situation.

b Un nouveau programme, la Stratégie des partenariats de lutte confre l'itinérance, a été annoncé en décembre 2006 pour une période de deux ans (2007–2008 et 2008–2009).

[©] La portion des services internes liés aux bureaux des ministres, aux bureaux des sous-ministres, au Bureau du contrôleur, aux Services de vérification interne et aux services partagés a été divisée entre chaque activité de programme.

Tableaux financiers

Investissement social, enfants et familles, logement et sans-abri

Résultat stratégique : Amélioration de la sécurité du revenu, accès aux possibilités et mieux-être des personnes, des tamélioration de la sécurité du revenu, accès aux possibilités et mieux-être des personnes,

2008-2009

Dépenses prévues

2010-2011

otal - Équivalents temps plein	097 1	1 392	1321
ogement et sans-abri	978	9	9
səllimsi tə stristri	991	891	091
leioos triementisevr	1219	1 228	1 205
gessources humaines (Équivalents temps	(ujəld s		
lato	8,188 88	1'169 89	72 055,4
d inds-ans te frament of sons-abri	9,891	2,1	1,2
inbventions et contributions votées	123,8	No.	~
seturet fonctionnement brutes	8.14	2.1	2,1
^s irds-ans te tement		'	
sellimst te afrants et familles	2,884,2	1,694 2	2 504,3
Prestation universelle pour la garde d'enfants	0,074 2	2 480,0	0,284 2
aiements de transfert législatifs:			
de fonctionnement brutes	2,81	1.91	5.91
səllimsi tə sinsin			
ous-total Investissement social	63 028,0	8,591 99	6'679 69
restations du Régime de pensions du Canada	6'901 67	30 728,0	32 466,1
otal des dépenses brutes	1,229 52,1	8,684 88	8,580 75
otal palements de transfert légisfatifs	0.307 88	35 255.0	36 892.0
Régime enregistré d'épargne-invalidité	0.211	0,881	210.0
Versements d'allocation	0.878	0.768	0.028
Supplément de revenu garanti	0'969 4	0,4797	8 264,0
Sécurité de la vieillesse	25 321,0	0,618 82	0,897 72
siements de transfert législatifs:			
ubventions et contributions votées	7,17	6,89	7.84
setund tramennorionor eb sesnedè	t'9tL	6'971	1,541
nvestissement social			
Ressources financièr es (en millions de dolla	(5.		
Ressources financières et humaines			

Logement et sans-abri⁸

fonctionnement sont financées à même le Trésor. touchant l'itinérance. Les dépenses de permettre de répondre à leurs besoins locaux immobiliers excédentaires fédéraux afin de leur disposition des collectivités canadiennes des biens Services gouvernementaux Canada, met à la dont les fonds sont gérés par Travaux publics et excédentaires fédéraux à la disposition des sans-abri, L'Initiative visant à mettre des biens immobiliers les questions touchant l'itinérance au Canada. s'occupe des priorités liées aux connaissances sur de subvention par catégorie qui comble les lacunes et sur l'itinérance est un programme de contribution et Programme de développement des connaissances pilotes horizontaux du gouvernement fédéral. Le partenariats de lutte contre l'itinérance - Projets l'itinérance - Collectivités autochtones; Initiative des éloignées; Initiative des partenariats de lutte contre partenariats de lutte contre l'itinérance – Collectivités l'itinérance - Collectivités urbaines; Initiative des suivants: Initiative des partenariats de lutte contre de contribution par catégorie sont les de subvention par catégorie. Les quatre programmes contre l'itinérance, un programme de contribution et l'entremise de la Stratégie des partenariats de lutte syndicats. L'activité atteint ses objectifs par fondations, des groupes confessionnels et des gouvernement, les secteurs bénévole et privé, des partenariats sont conclus avec tous les paliers de ainsi à la société et à l'économie. Pour ce faire, des d'itinérance à devenir autosuffisantes, contribuant personnes et les familles sans abri ou à risque et des services qui leur permettent d'aider les Cette activité offre aux collectivités des programmes

de programme Description des activités

Investissement social

Compte du Régime de pensions du Canada. moyen des niveaux de référence du Ministère et du dépenses de fonctionnement sont financées au économiques auxquels ils sont confrontés. Les solutions pour relever les défis sociaux et possibilités qui leur permettront de trouver des accès aux connaissances, à l'information et à des les collectivités et les personnes handicapées ont visant à vérifier que les enfants, les familles, les aînés, des politiques, des subventions et des contributions également des programmes d'investissement social, et du Régime de pensions du Canada. Il comprend par l'entremise de la Loi sur la sécurité de la vieillesse prestations pour la retraite, un décès et une invalidité Fournit aux Canadiens des pensions et des

Enfants et familles

référence du Ministère. sont financées par l'entremise des niveaux de jeunes enfants. Les dépenses de fonctionnement multilatéral pour l'apprentissage et la garde des Prestation nationale pour enfants et le Cadre universel pour la garde d'enfants du Canada, la par l'entremise de programmes comme le Plan gouvernement fédéral et les provinces et territoires menées à l'appui des accords multilatéraux entre le cadre de cette activité, certaines initiatives sont économique des familles est maintenue. Dans le des êtres chers sont pris en compte et que la sécurité les besoins des personnes prodiguant des soins à choix en matière de services de garde d'enfants, que possible dans la vie; que les parents disposent de tous les enfants connaissent le meilleur départ Apporte un soutien aux familles afin de vérifier que

de programmes sera modifiée en ce sens dans les plus brets délais. et la Société canadienne d'hypothèques et de logement (SCHL), au logement. L'architecture des activités Au sein du portefeuille, Ressources humaines et Développement social Canada (RHDSC) s'intéresse à l'itinérance,

des familles et des collectivités Amélioration de la sécurité du revenu, accès aux possibilités et mieux-être des personnes,

stratégique perjocoel

Activité de programme

que les enfants aient le meilleur départ possible

du Canada et d'autres initiatives déjà lancées pour grâce au nouveau Plan universel pour la garde d'enfants

Assurer un soutien et offnr des choix aux familles

Enfants et familles

Logement et sans-abri

- Instaurer la nouvelle Stratégie des partenariats
- stnemessitsevni sei • Elaborer des partenariats afin de mieux harmoniser
- l'itinérance et d'autres secteurs stratégiques Renforcer les liens horizontaux entre le logement,
- Offrir des choix aux familles en matière de service

dans la vie

- Appuyer les tamilles à raible revenu ayant des entants

- Pourcentage des 'amilles qui reçoivent la Prestation
- ans xis eb aniom eb atnatne nuiverselle pour la garde d'entants destince à leurs

Prestation nationale pour entants

· Prestation universelle bour a garde d'enfants

par les prestations d'invalidité du RPC ou qui y sont · Pourcentage de cotisants au RPC qui sont couverts

iuitistives et par la collaboration avec l'ensemble

usudicabees et des collectivites) par nos propries

(plus particulièrement des aînés, des personnes

les possibilités et la participation des Canadiens

· Améliorer la sécurité du revenu, l'inclusion sociale,

· Soutenir les efforts du secteur communautaire sans

les aînés et améliorer le système de revenu de retraite

Améliorer la sensibilisation aux questions touchant

Investissement social

handicapées sur le marché du travail et dans

Appuyer la pleine participation des personnes

- capees on d'autres populations vulnerables des enfants et des familles, des personnes handiobtenu un soutien pour promouvoir la participation communautaires de développement social qui ont
- à des projets communautaires Nouveaux Horizons · Nombre de personnes âgées prenant part
- Secrétariat des personnes âgées regime de pensions du Canada • Programme de la sécurité de la vieillesse
- · Ententes et politiques internationales
- social volet invalidité Programme de partenariats pour le développement
- d'invalidité du Régime de pensions du Canada Prestations du Programme de prestations
- social volet communautés · Programme de partenariats pour le développement

de nos parenaires

sal pien-etre des collectivités des pratiques exemplaires pour contribuer de collaboration, à créer des capacités et à échanger but lucratifivisant à innover, à renforcer les réseaux

- · Monveaux Honzons pour les aines

 Réseau sur les responsabilités en matière d'itinérance • Initiative des partenariats de lutte contre l'itinérance

sexuue er sux services connexes destinés aux services de logement stable à long

excédentaires fédéraux à 'a disposition des sans-abri e Initiative visant à mettre des biens immobiliers

Stratégie des partenariats de lutte contre l'itinérance

Pourcentage de tous les investissements de la

partenaires externes (groupes sans but lucratif,

et empêcher les personnes à risque de se retrouver

les Canadiens sans abri à atteindre l'autosuffisance

de services plus viables et plus complets pour aider

· Contribution, avec les partenaires, à un continuum

des partenariats de lutte contre l'itinérance pour chaque dollar investi par l'Initiative organismes du secteur prive et autres ministère)

Montant investi dans les collectivites par des

- Dépenses prévues : 165,6M \$ / ETP : 376

Dépenses prévues : 2488,2M \$ / ETP : 155

Dépenses brévues : 63 028M \$ / ETP : 1 219 e ano fametri no tqobA .

(auns)

Plans à l'appui du résultat stratégique

Enfants et familles

Plan : Assurer un soutien et offrir des choix aux familles grâce au nouveau Plan universel pour la garde d'enfants du Canada et à d'autres initiatives déjà lancées pour que les enfants sient le meilleur départ possible dans la vie

- Poursuivre la mise en œuvre de la Prestation universelle pour la garde d'enfants à tous les enfants de moins de six ans, en collaboration avec l'Agence du revenu du Canada, et procéder à une évaluation formative.
- Poursuivre la mise en œuvre des actuels accords intergouvernementaux (FPT) (Accord fédéral-provincial-territorial pour l'apprentissage et la garde des jeunes enfants de 2003).
- Assurer le suivi des investissements provinciaux et territoriaux de 250 millions de dollars à l'appui de la création de places en garderie, conformément aux engagements des accords intergouvernementaux en place.
- Continuer de collaborer avec les gouvernements provinciaux et territoriaux à l'initiative de la Prestation nationale pour enfants.

Logement et sans-abri

Plan : Instaurer la Stratégie des partenariats de lutte contre l'itinérance

- Demander l'approbation du Cabinet pour le renouvellement de la Stratégie des partenariats de lutte contre l'itinérance, dont le mandat vient à échéance en mars 2009.
- Allouer des ressources au programme selon les plans/projets communautaires approuvés et mettre à jour les lignes
 directrices et les outils de programme afin d'instaurer la Stratégie des partenariats de lutte contre l'itinérance pour assurer
 la continuité des services destinés aux sans-abri.
- Chercher à accomplir des résultats tangibles pour les sans-abri et les personnes à risque au moyen d'une approche axée sur le logement de transition et avec mesures de soutien à long terme.

Plan : Elaborer des partenariats afin de mieux harmoniser les investissements

- Entretenir des discussions avec les provinces et territoires pour donner l'occasion de participer à des accords bilatéraux pour mieux aligner les investissements à l'appui d'efforts communautaires.
- Façonner des partenariats publics-privés significatifs dans le contexte des défis de l'itinérance à relever.

Plan : Renforcer les liens horizontaux entre le logement, l'itinérance et d'autres secteurs stratégiques

- Elaborer et faire avancer les options stratégiques pour aider les Canadiens qui cherchent à se sortir des cycles de l'itinérance et de la pauvreté.
- Elaborer des projets pilotes avec d'autres ministères fédéraux pour mettre à l'essai les approches coopératives
 de prévention et de réduction de l'itinérance, et réduire l'incidence de l'itinérance sur les autres domaines stratégiques
 qui s'y rattachent, et l'inverse.

Plans à l'appui du résultat stratégique

Investissement social

Plan : Améliorer la sensibilisation aux questions touchant les aînés et améliorer le système de revenu de retraite

- Élaborer et faire avancer les options stratégiques pour remédier aux problèmes de violence envers les personnes âgées.
- Elaborer et mettre en œuvre un plan pour renseigner les gens sur le système de revenu de retraite et leur rôle à cet égard.
- Continuer de superviser la Loi sur la sécurité de la vieillesse et le Régime de pensions du Canada pour faire en sorte que les programmes répondent aux besoins actuels et futurs. La mise en œuvre du projet de loi C-36 (loi modifiant le Régime de pensions du Canada et la Loi sur la sécurité de la vieillesse) sera une priorité en 2008-2009, notamment les modifications visant les demandes permanentes du Supplément de revenu garanti.
- Appuyer les conseils nationaux des aînés sur les enjeux relatifs au bien-être et à la qualité de vie des personnes âgées.
- Mener l'élaboration de projets de politiques pour l'examen triennal du Régime de pensions du Canada.

Plan: Promouvoir la pleine participation des personnes handicapées à tous les aspects de la société et de la vie communautaire

- Améliorer la connaissance, la cohérence et la gestion horizontale des politiques et des programmes d'invalidité
 à RHDSC et au gouvernement du Canada.
- Élaborer et mettre en œuvre une stratégie de gestion des invalidités pour RHDSC et le portefeuille en collaboration avec des partenaires infernes.
- Mener la prestation de conseils, de plans et d'initiatives en politiques stratégiques pour atteindre les objectifs
- des Jeux olympiques et paralympiques d'hiver de 2010.

 Élaborer des règlements et préparer des options et des documents destinés au Cabinet pour planifier la mise en œuvre et l'administration du Régime enregistré d'épargne-invalidité.
- Effectuer des investissements dans l'infrastructure de la collectivité par l'entremise du Fonds d'habilitation.
- Élaborer et faire avancer des options stratégiques pour une Loi sur les personnes handicapées du Canada.
- Veiller à ce que le Régime de pensions du Canada continue de répondre aux besoins actuels et futurs des Canadiens qui reçoivent des prestations d'invalidité du RPC en contribuant à l'examen triennal du RPC.
- Amorrcer la phase II de l'évaluation sommative du programme de prestations d'invalidité du Régime de pensions du Canada, au cours de laquelle on recueillera surtout des preuves quantitatives pour examiner les questions d'évaluation de l'incidence au cours de laquelle on recueillera surtout des preuves quantitatives pour examiner les questions d'évaluation de l'incidence

nette du programme de prestations d'invalidité du Régime de pensions du Canada sur les demandeurs et les bénéficiaires.

Plan: Soutenir les efforts du secteur communautaire sans but lucratif visant à innover, à renforcer les réseaux de collaboration, à créer des capacités et à échanger des pratiques exemplaires pour contribuer au bien-être des collectivités

- Faire des investissements stratégiques par l'entremise du Programme de partenariats pour le développement social dans les organismes nationaux sans but lucratif afin d'améliorer les résultats sociaux des enfants, des familles, des personnes handicapées et d'autres populations vulnérables, conformément aux priorités sociales du gouvernement. Préparer le renouvellement du Programme, dont le mandat vient à échéance en mars 2009.
- Accroître la participation des personnes âgées en vertu de projets subventionnés par le programme Nouveaux horizons pour les aînés et mettre en œuvre les nouvelles composantes du Programme: l'aide en immobilisation pour maintenir les activités et les programmes actuels des personnes âgées, et la promotion de la sensibilisation à la violence à l'endroit des personnes âgées.
- Elaborer des recherches, des connaissances et une expertise stratégiques sur le financement social pour mieux comprendre les possibilités de renforcement des investissements dans les infrastructures et les services sociaux, et répondre aux besoins financiers du secteur communautaire sans but lucratif.
- Appuyer les approches expérimentales d'autonomie des collectivités et le transfert de connaissances partout au Canada sur les pratiques exemplaires, les modèles et les stratégies de promotion des collectivités résilientes.
- Favoriser un dialogue gouvernemental sur la compréhension des approches stratégiques, des modèles et des pratiques exemplaires propres à un endroit dans les collaborations et les partenariats horizontaux pour contribuer au bien-être des collectivités.

Le saviez-vous?

- et des travailleurs à faible revenu. ayant une maladie mentale, des toxicomanes des victimes de violence conjugale, des personnes des jeunes, de nouveaux arrivants, des réfugiés, visages: des hommes, des femmes, des enfants, Au Canada, l'itinérance prend de nombreux
- la formation et des compétences parentales. des conseils sur la santé et la toxicomanie, de au besoin - comme des compétences essentielles, et offre également d'autres mesures de soutien de logement stable comme point de départ l'itinérance vise surtout à offrir une solution • La Stratégie des partenariats de lutte contre

collaboration entre les deux gouvernements. des ententes bilatérales pour améliorer la provinces et aux territoires la possibilité de conclure l'itinérance, le gouvernement fédéral offre aux vertu de la Stratégie des partenariats de lutte contre services et de programmes dont elles ont besoin. En familles sans abri à avoir accès à une gamme de provinciaux et territoriaux, et aide les personnes et les investissements des gouvernements fédéral, permet une uniformisation judicieuse des ainsi que les partenaires autochtones, la Stratégie partenaires des secteurs privé et sans but lucratif, collectivités, les provinces et les territoires, les Canada. Grâce à la collaboration avec les comme principale approche de l'itinérance au de transition et avec mesures de soutien à long terme société canadienne. Cette stratégie cible le logement

l'élaboration de politiques futures sur l'itinérance. les résultats de ces projets pilotes devraient informer même ordre du gouvernement fédéral. Par la suite, rapport aux autres programmes et politiques du vérifier la collaboration horizontale novatrice par dollars sur deux ans en vertu de la Stratégie pour recommandation et a donc réservé 1,6 million de de lutte contre l'itinérance appuie cette l'imputabilité horizontale. La Stratégie des partenariats vérificateur général a recommandé le renforcement de immigrants, l'emploi, et l'inverse. Ainsi, en 2005, le la prévention de la criminalité, l'établissement des domaines stratégiques fédéraux, y compris la santé, L'itinérance a une grande incidence sur d'autres

> aux immeubles actuels des collectivités. centres de capacités et à de légères améliorations offrant des subventions contribuant à la création de personnes handicapées dans leur collectivité en Budget de 2007 pour améliorer l'accessibilité des œuvre le Fonds pour l'accessibilité annoncé dans le l'administration publique. Le Ministère mettra en l'accessibilité des lieux de travail partout dans prêchera par l'exemple de manière à promouvoir modèle d'accessibilité au gouvernement fédéral et handicapées de RHDSC continuera de servir de ce titre, le Bureau de la condition des personnes du Ministère et dans l'ensemble du gouvernement. A assurer la cohérence et la gestion horizontale au sein questions liées aux personnes handicapées, à en handicapées. RHDSC veille à mieux faire connaître les pour les questions qui touchent les personnes De plus, RHDSC appuie le gouvernement du Canada

> contribuer au bien-être communautaire. mettre en commun les bonnes pratiques pour ainsi de collaboration, de promouvoir l'autosuffisance et de but lucratif en vue d'innover, de renforcer les réseaux appuyer les efforts du secteur communautaire sans familles et des collectivités, RHDSC s'est engagé à Pour contribuer au bien-être des particuliers, des

> travaillant avec le secteur sans but lucratif. en matière de développement communautaire, et en fédéraux sur les tendances au Canada et à l'étranger communiquant de l'information entre les ministères l'élaboration de données communautaires, en pauvreté dans les villes canadiennes, en favorisant investissant dans des mesures de réduction de la par l'initiative Comprendre la petite enfance, en le domaine du développement de la petite enfance appuyer ces initiatives en aidant les collectivités dans économique de leurs résidents. RHDSC vise à novatrices pour améliorer le bien-être social et collectivités élaborent des initiatives locales uniques et ll existe au Canada un nouveau phénomène, où les

> transition vers l'autonomie et la participation à la soutien nécessaires pour que les personnes fassent la mettre en place les structures et les mesures de offre 269,6 millions de dollars sur deux ans pour Stratégie des partenariats de lutte contre l'itinérance long terme des efforts communautaires. A cette fin, la soient améliorées. L'objectif est d'assurer la viabilité à que la coordination et la prestation des services participation stratégique accrue des partenaires et aux collectivités pour faire en sorte qu'il y ait une Pour réduire et éliminer l'itinérance, RHDSC s'associe

matière de choix et de souplesse des services de garde et à favoriser l'équilibre entre le travail et la vie personnelle.

PHDSC continuera de faire en sorte que les familles à faible revenu bénéficient d'un bon soutien par la Prestation nationale pour enfants. Grâce à cette initiative, le gouvernement fédéral travaille en partenariat avec les gouvernements provinciaux et territoriaux afin d'apporter un soutien du revenu, ainsi que des prestations et des services, aux familles à faible revenu et à leurs enfants. La contribution du gouvernement du Canada à cette initiative est le Supplément de la prestation nationale pour enfants. En 2008–2009, le Ministère contribuera également à l'élaboration continue de mesures de soutien pour les pauvres qui travaillent.

De plus, RHDSC continuera de travailler avec ses collègues des provinces et des territoires à la mise en œuvre des engagements pris dans les accords intergouvernementaux destinés aux jeunes enfants et provinciale-territoriale de 2000 sur le développement de la petite enfance et du Cadre multilatéral de 2003 pour l'apprentisaage et la garde des jeunes enfants, ainsi que du suivi des investissements effectués par les provinces et les territoires en vue de la création de les provinces et les territoires en vue de la création de places en garderie, comme on l'indique dans le Budget de 2007.

À titre de coordonnateur principal du gouvernement fédéral au sujet des questions relatives aux personnes âgées, RHDSC appuie et coordonne les efforts visant à définir les problèmes et les possibilités que présente continuera de collaborer avec d'autres ministères fédéraux et avec les provinces, les territoires et divers intervenants à l'élaboration de politiques et de programmes, ainsi qu'à la coordination de la méthode gouvernementale adoptée pour remédier aux gouvernementale adoptée pour remédier aux PHDSC appuiera également les personnes âgées au Canada. PHDSC appuiera également les travaux du tout nouveau Secrétariat d'État (aînés) et du Conseil nouveau secrétariat d'État (aînés) et du Conseil nouveau sur les aînés, une fois qu'il sera créé.

Pour améliorer le bien-être des personnes âgées, le Ministère continuera d'administrer le programme Mouveaux horizons pour les aînés. RHDSC mettra en œuvre les deux nouvelles composantes du Programme annoncées dans le Budget de 2007 pour maintenir les actuels programmes et activités pour les personnes âgées et réduire les risques de fraude et de violence à leur endroit.

Le saviez-vous?

- Le taux d'emploi des mères, y compris celles ayant de jeunes enfants, a à peu près doublé au cours des 30 dernières années. Les familles à deux revenus, dont les deux parents font partie de la population active salariée, sont de plus en plus la norme.
 Fn 2006 les couples sans enfants (42.7 %) ont
- En 2006, les couples sans enfants (42,7 %) ont dépassé les couples avec enfants (41,4 %) pour la première fois.
- Les jeunes retardent leurs transitions. En 2006, 43,5 % des 4 millions de jeunes adultes de 20 à 29 ans demeuraient encore chez leurs parents ou y étaient redéménagés.
- On estime que 2,8 millions de Canadiens offrent des soins non rémunérés à des membres de leur famille et à des amis. Comme le nombre de personnes de plus de 65 ans augmente, les pressions sur les membres des familles pour que ceux-ci offrent des soins augmenteront également.
- Chaque année, la Prestation universelle pour la garde d'enfants offre 2,4 milliards de dollars à 1,5 million de familles et 2 millions d'enfants.

société et sur le marché du travail. À RHDSC, cela signiffe renforcer la capacité d'augmenter l'accès aux services, à l'information et aux ressources, ainsi que financer et préconiser des programmes sociaux qui responsabilisent les citoyens et les font participer.

mieux aux besoins de leur famille. les aider à choisir le service de garde qui répond le année) pour chaque enfant de moins de six ans pour reçoivent 100 \$ par mois (maximum de 1200 \$ par universelle pour la garde d'enfants, les parents garde d'enfants du Canada. En vertu de la Prestation d'enfants, le fondement du Plan universel pour la en œuvre de la Prestation universelle pour la garde vie familiale. RHDSC continuera d'encourager la mise comme ils l'entendent leur vie professionnelle et leur aux parents la souplesse voulue pour concilier familles sont le fondement de la société, et on donne garde d'enfants du Canada, on reconnaît que les mieux à leurs besoins. Avec le Plan universel pour la parents la liberté de choisir l'option qui répond le variés, le gouvernement du Canada a accordé aux Reconnaissant que les besoins des familles sont

RHDSC continue d'examiner les principales pressions et les principaux défis auxquels se heurtent les familles canadiennes pour créer des conditions et des possibilités de réussite. RHDSC s'engage à démontrer le leadership du gouvernement fédéral en

Suov-saives 91

au cours de la dernière décennie. attachement au marché du travail a augmenté scolarité des personnes âgées s'est accru, et leur au cours des 25 dernières années. Le niveau de tion financière s'est améliorée considérablement longtemps et sont en meilleure santé, et leur situa-Les personnes ágées d'aujourd'hui vivent plus

que des cofisations privées ne soient exigées. à faible revenu ayant des enfants admissibles sans d'impôt pour personnes handicapées et aux familles aux adultes à faible revenu admissibles au crédit également un maximum de 1 000 \$ d'obligations familles et les particuliers. Le gouvernement paye d'épargne-invalidité auxquels participent les pour égaler les cotisations aux régimes enregistres de payer un maximum de 3 500 \$ en subventions • En 2008, le gouvernement tiendra sa promesse

besoins plus tard dans la vie. handicapées à épargner pour répondre à leurs admissibles aux crédits d'impôt pour personnes initiative aide les personnes lourdement handicapées (REEI) annoncé dans le Budget de 2007. Cette ceuvre le Régime enregistré d'épargne-invalidité programmes liés aux invalidités, le Ministère mettra en prolongée. Pour ce qui est des nouveaux travailler en raison d'une incapacité grave et Régime de pensions du Canada qui ne peuvent remplacement importante pour les cotisants au au Canada et c'est une source de revenu de d'assurance-invalidité à long terme le plus important des personnes handicapées. Il s'agit du régime pour améliorer la participation sociale et économique des prestations mensuelles aux cotisants admissibles du Régime de pensions du Canada. Ce régime offre également le programme de prestations d'invalidité soutien du revenu et d'incitatifs fiscaux. RHDSC gère aidants naturels grâce à une foule de mesures de

familles avec enfants en situation de faible revenu. RHDSC veut améliorer les conditions de vie des familles avec enfants ont toujours des problèmes, et RHDSC. En dépit d'une forte économie, certaines enfants est un autre domaine d'intérêt principal à La sécurité économique des familles ayant des

L'accès aux possibilités

personnes confrontées à des obstacles dans la de programmes et services sociaux qui aident les r, accès aux possibilités renvoie à une vaste gamme

> à quitter les cycles de l'itinérance et de la pauvreté. collectivités, et en aidant les personnes qui cherchent

les provinces et territoires pour relever ces défis. travaille avec d'autres ministères, des intervenants et sont confrontées à de nouveaux défis. RHDSC rapport, les personnes, les familles et les collectivités Comme nous l'avons souligné au début du présent

vulnérables. s'attarde tout spécialement aux Canadiens participation dans tous les domaines de la société. Il pour maintenir leur bien-être et favoriser leur connaissances et l'information dont ils ont besoin Canadiens pour leur apporter le soutien, les RHDSC offre plusieurs programmes et services aux

suivants: programmes sociaux de base destinés aux groupes les Canadiens en se concentrant sur des créer et d'améliorer les investissements sociaux pour En 2008-2009, RHDSC poursuivra ses efforts afin de

- · enfants et familles;
- sinés;
- bersonnes handicapées;
- · collectivités;
- sans-abri et personnes à risque d'itinérance.

des résultats. redevables, efficients et gérés de manière à donner Il y arrivera en s'assurant que les programmes sont

accrue... La sécurité du revenu

retraite auxquelles elles ont droit. personnes âgées reçoivent toutes les prestations de la vieillesse, le Ministère fait en sorte que les Régime de pensions du Canada et de la Sécurité de exemple, dans la prestation et l'administration du handicapées, des enfants et des familles. Par répondent aux besoins des aînés, des personnes applique une vaste gamme de programmes qui et au bien-être des Canadiens. RHDSC élabore et La sécurité du revenu est essentielle à la qualité de vie

pour appuyer les personnes handicapées et leurs Canada utilise ses politiques fiscales et financières d'emploi suffisant. Voilà pourquoi le gouvernement du personnes ne peuvent pas toujours gagner un revenu pour les personnes handicapées. Bon nombre de ces La sécurité du revenu est également un défi important

D. Investissement social, enfants et familles, logement et sans-abri⁷

que la vigueur et la vivacité de sa société sont étroitement liés à la sécurité et au bien-être des Canadiens, des familles et des collectivités.

Notre gouvernement s'engage à aider tous les Canadiens à répondre à leurs besoins en continuant d'investir dans l'avenir de nos familles et de nos

Le mieux-être des personnes, des familles et des collectivités...

a prospérité économique du Canada, le dynamisme de son marché du travail ainsi \mathbf{L}

Indicateurs de résultat stratégique

Investissement social, enfants et familles, logement et sans-abri

sepsalens			
өр			de 2001
noillim 2,1 tnemegol ab xuahèqmi niosaB	noillim 2, t	% 7,E1	Recensement
dont auraient besoin les familles à faible revenu pour atteindre le Supplément ce le Supplément de faible revenu (SFR) après impôt grâce à la Prestation en 2003, la Pres nationale pour enfants	Dans les familles avec enfants qui ont reçu le Supplément de la Prestation nationale pour enfants en 2003, la Prestation nationale pour enfants a réduit le degré de faible revenu d'un total de 610 millions de dollars, ou 16,1 %.		
proportion de familles et d'enfants qui, dans une année, restent on estime que 1 réussi à éviter ul abrès du seuil de faible revenu (SFR) après impôt grâce d'une réduction à la Prestation nationale pour enfants	Grâce à la Prestation nationale pour enfants, en 2003, on estime que 159 000 enfants de 60 500 familles ont réussi à éviter une situation de faible revenu. Il s'agit d'une réduction de 12,4 % du nombre de familles avec enfants en situation de faible revenu en 2003.		
O əb əb ś		81,3 % des enfants de 3 % ans appartenaient non sellilmet eeb gysfonctionnelles	2004-2005
4 eb éveloppement verbal variant de normal à avancé and eveloppement verbal variant de développement à de développement à de de la de la declaration de la la declaration de la la declaration de la la declaration de la dell		6,5 % des enfants de 4 à 5 ans montraient un niveau de développement de la parole de normal à avancé	. 9007-7002
9 ⁶ 08 708 899		45 % garde parentale 55 % autre que les parents 27,4 % membre de la famille 30,5 % garderie 5 % autre	2004-2005
		42,6 %, y compris les bénéficiaires de la RRQ	2004
	0078961	49,4 % de l'ensemble des personnes âgées	2002
	241 900	6,1 % de l'ensemble des personnes âgées	2002
Nivi Nivi Nivi Nivi		Niveau actuel	əànnA

Au sein du portefeuille, Ressources humaines et Développement social Canada (RHDSC) s'intéresse à l'itinérence, et la Société canadienne d'hypothèques et de logement (SCHL), au logement. L'architecture des activités de programmes sera modifiée en ce sens dans les plus brefs délais.

Budget des dépenses 2008–2009 Rapport sur les plans et les priorités

Amélioration de la sécurité du revenu, accès aux possibilités et mieux-être des personnes, des familles et des collectivités

Tableaux financiers

Travail

la coopération, et normes internationales du travail efficaces Résultat stratégique : Milieux de travail sécuritaires, sains, équitables, stables et productifs, où règne

	canvald cacuadad	
2010-2011	2009-2010	2008-2009

semamud to asváionanti asonuceasi

Ressources financières (en millions de dollars)

Équivalents temps plein	986 .	896	026
Ressources humaines			
Total	4,172	6,082	1,285,1
Pajements d'indemnités aux travailleurs	0,881	0,141	145,0
Total des dépenses brutes	133,4	139,9	1,041
Paiements de transfert législatifs	Z, I E	3,18	31,2
Subventions et contributions non législatives	6,8	6,8	6'8
Dépenses de fonctionnement brutes	6,86	8,401	102,0
Travail			

Ressources financières détaillées par programme ou service

Ressources financières (en millions de dollars)

Ēduivalents temps plein	986	896	026
Ressources humaines			
Total	4,172	6,082	1,285,1
⁸ senvices internes ⁸	7,88	2,04	4,04
- Autres ^o	9°L	۵,۱	9'1
olitique et information sur le milieu de travail	7,85	7,85	7,85
Affaires intergouvernementales et internationales du travail	2,8	2,8	2,8
lisvat ub selanoitan anoitarèqC	182,9	6,881	6'681
Service fédéral de médiation et de conciliation	4,8	4,8	7 '8

aux Services de vérification interne et aux services partagés a été divisée entre chaque activité de programme. B La portion des services internes liés aux bureaux des ministres, aux bureaux des sous-ministres, au Bureau du contrôleur,

b La catégorie « Autres » présente des ressources qui ne sont pas lièes directement aux sous-activités recensées ci-haut.

du Ministère et du Compte d'assurance-emploi. ment sont financées au moyen des niveaux de référence perspectives d'emploi. Les dépenses de fonctionnele Programme du travail pour promouvoir l'égalité des personnes handicapées se tournent quant à eux vers Autochtones, les minorités visibles, les femmes et les droits relatifs à la santé et à la sécurité au travail. Les tion du droit de refuser un travail dangereux et d'autres comités de santé et de sécurité au travail, et l'applicasanté et de sécurité, notamment par la formation de travail, car ceux-ci font la promotion d'une culture de du travail pour protéger leur santé et leur sécurité au employés comptent sur les agents du Programme du Programme du travail pour obtenir de l'aide. Les représente les intérêts, doivent compter sur un agent auquel ils avaient droit et dont aucun syndicat ne qui sont congédiés, ou qui n'ont pas reçu le salaire qu'ils ne doivent interrompre leur travail. Les employés à la convention collective de manière productive sans syndicat et leur employeur à résoudre des conflits liés conciliation du Programme du travail, qui aident leur souvent des services d'agents de médiation et de droits au travail. Les employés syndiqués bénéficient du Programme du travail consiste à protéger ses Du point de vue du travailleur moyen, le rôle

Programme du travail du programme Description des activités

la compétence fédérale, le Programme du travail est syndicats ou des associations professionnelles. Outre la politique du travail, et bien organisée, soit par des structure complexe, qui tient nettement compte de d'intervenants du Programme du travail ont une et environ 1,1 million d'employés. Bon nombre fédérale vise environ 46 000 lieux de travail canadiens Programme du travail dans le secteur de compétence internationales en matière de travail. Le mandat du appliquées, et représente le Canada aux activités la protection de la santé et de la sécurité au travail soient les normes du travail minimales et les dispositions sur patronales-syndicales constructives, fait en sorte que travail et les milieux de travail, préconise des relations Il recueille, diffuse et analyse de l'information sur le dans l'administration de la main-d'œuvre fédérale. d'un milieu de travail sécuritaire, juste et productif et la viabilité de relations industrielles stables et Le Programme du travail assure la promotion

des Canadiens sur des questions nationales

non gouvernementales représentant les divers intérêts commerciales, du travail et d'autres organisations

en relation avec une vaste gamme d'organisations

et internationales.

Modèle logique • Travail

internationales du travail efficaces Milieux de travail sécuritaires, asins, équitables, stables et productifs, où règne la coopération, et normes

stratégique fattoe#R

Activité de programme

Travail

- Assurer la mise en œuvre intégrale des programmes et politiques approuvés récemment destinés à la promotion de milieux de travail justes et productiffs; • Elaborer des options de programmes et de politiques novatrices visant à répondre à l'évolution de la réalité des milieux de travail canadiens;
- du marche du travail. • Promouvoir les intérêts et les valeurs du Canada dans le cadre de la négociation et de l'adoption de normes et d'accords internationaux

• Les gouvernements fédéral et provinciaux collaborent dans des dossiers clés liés au travail, comme la santé et la sécurité au travail, les normes

- Milieux de travail sûrs, sains, stables, coopératifs et productifs;
- du travail, l'équité en matière d'emploi, les relations industrielles et les affaires internationales du travail;

• Réduction de la fréquence de blessures avec perte de temps et de décès dans les milieux de travail de compétence fédérale;

- · Respect des engagements internationaux du Canada en matière de travail.
- Pourcentage de conflits de négociation collective réglés en vertu de la Partie I (relations du travail) du Code canadien du travail sans arrêt de travail
- Taux de fréquence des accidents invalidants mesurant l'évolution d'année en année de la proportion de blessures et de maladies avec perte de temps Pourcentage de plaintes pour congédiement injuste réglées par les inspecteurs (Partie III du Code canadien du travail).
- (les plaintes pour congédiement injuste sont exclues) • Pourcentage de fonds reçus par rapport aux fonds dus en règlement de plaintes relevant de la Partie III (normes du travail) du Code canadien du travail
- Satisfaction du client à l'égard de la qualité des données de la Direction de l'information sur les milieux de travail
- · Service fédéral de médiation et de conciliation
- · Opérations nationales du travail
- · Affaires du travail internationales et intergouvernementales

et de décès dans les industries relevant de la compétence fédérale

- Politique et information sur le milieu de travail

Dépenses prévues 271,4 M\$ / ETP : 936

08

du gouvernement fédéral qui se blessent au travail, et l'élaboration de données et d'options à faire étudier par le Comité parlementaire chargé de l'examen quinquennal de la Loi sur l'équité en matière d'emploi. Les employés du Programme du travail, en collaboration avec d'autres, continueront également à examiner les enjeux liés au travail qui ont été soulevés par les intervenants ou au cours de discussions publiques, notamment : les dispositions relatives au congé notamment : les dispositions relatives au congé pour femmes enceintes et qui allaitent ainsi que pour les victimes d'actes criminels; les pratiques exemplaires à l'égard de l'équilibre travail-vie personnelle; la planisiteation en cas de pandémie en milieu de travail.

Pour en savoir plus sur le Programme du travail, voir : http://www.rhdsc.gc.ca/fr/passerelles/nav/nav_haut/ programme/travail.shtml

de conventions de travail internationales, et la collaboration avec l'Organisation internationale du Travail.

La dernière catégorie d'activités prioritaires et l'élaboration d'options novatrices de politiques et de programmes qui tiennent compte de l'évolution des réalités dans les milieux de travail au Canada. D'ailleurs, les principales activités consisteront à explorer les causes et les effets des arrêts de travail et les options pour en réduire la fréquence et la durée dans les industries de réglementation fédérale, l'analyse des recommandations de l'examen des normes du travail fédérales et les discussions sur les prochaines distapes avec les intervenants, les améliorations à étapes avec les intervenants, les améliorations à l'administration de la Loi sur l'indemnisation des agents de l'État, qui offre des prestations aux employés

Plans à l'appui du résultat stratégique

Travail

Plan : Mettre en œuvre dans leur intégralité les politiques et les programmes récemment approuvés qui visent à favoriser des milieux de travail justes et productifs

- Jouer un rôle clé dans la mise en œuvre d'une trousse complète visant à faciliter la réintégration des réservistes dans le marché du travail ou aux études après une période de service dans les Forces canadiennes;
- Avec l'aide de Service Canada, terminer la conception et veiller à la mise en œuvre du nouveau Programme de protection des salariés;
- Offrir aux employeurs et aux travailleurs des renseignements et de l'aide sur les modifications de réglementation qui concernent l'ergonomie et la violence en milieu de travail, et abolir les fumoirs;
- Mettre en œuvre le nouveau Programme d'équité salariale, qui repose sur des activités améliorées et spécialisées d'information, de médiation et de suivi.

Plan : Faire avancer les valeurs et les intérêts du Canada dans la négociation et la mise en œuvre d'accords et de normes du travail à l'échelle internationale

- Poursuivre la conclusion et la mise en œuvre d'accords de coopération dans le domaine du travail avec les pays qui ont négocié, ou qui négocient, des accords de libre-échange avec le Canada, et des protocoles d'entente sur la coopération dans le domaine du travail avec d'autres États influents;
- Faire en sorte que l'Organisation internationale du Travail (OIT) axe ses efforts sur les activités pratiques qui produisent des résultats tangibles et veiller à ce que les intérêts du Canada soient protégés dans le contexte des délibérations de l'OIT;
 Chercher à améliorer la coopération fédérale-provinciale-territoriale aux questions relatives au travail à l'échelle internationale.

Plan : Élaborer des options novatrices en matière de politiques et de programmes qui tiennent compte de l'évolution des réalités dans les milieux de travail au Canada

- Explorer des options visant à réduire le risque, la fréquence et la durée des arrêts de travail dans les industries sous réglementation fédérale.
- Élaborer des options concrètes, en consultation avec les intervenants, à la suite de l'examen de la Partie III (Normes du travail) du Code canadien du travail.
- Elaborer, en collaboration avec les commissions provinciales d'indemnisation des accidentés du travail, des options pour améliorer l'administration de la Loi sur l'indemnisation des agents de l'État (LIAE) et, en collaboration avec les autres ministères fédéraux, pour renforcer les activités de gestion des invalidités chez les employeurs régis par cette loi.
- Elaborer des options stratégiques à présenter au Comité parlementaire chargé de l'examen de la Loi sur l'équité en matière d'emploi lorsque cet examen sera commencé.

dans la fonction publique fédérale ou dans un secteur privé de réglementation fédérale, un congé de paiement des prêts étudiants pour les réservistes-étudiants pendant leurs périodes de service militaire, et la collaboration avec les provinces et les territoires pour promouvoir des mesures efficaces pour promouvoir des mesures efficaces pour per réservistes de partout au Canada.

Une deuxième initiative qui sera mise en œuvre en 2008–2009 est le Programme de protection des salariés, qui a été approuvé par le Parlement en 2005, et qu'on peut maintenant appliquer en vertu de modifications techniques adoptées en décembre 2007. Ce programme compense les travailleurs, jusqu'à concurrence d'un platond d'environ 3000 \$, pour le salaire et les vacances non payés qui leur sont dus lorsque leur employeur déclare faillite ou fait dus lorsque leur employeur déclare faillite ou fait de la Loi sur la faillite et l'insolvabilité.

Une troisième série d'initiatives concerne les récentes améliorations à la réglementation sur la santé et la sécurité au travail. Des documents d'orientation et des outils habilitants seront conçus pour aider les travailleurs et les employeurs à mettre en œuvre des programmes efficaces visant à réduire le taux de lésions musculosquelettiques attribuables le taux de lésions musculosquelettiques attribuables à la piètre ergonomie du milieu de travail et à prévenir la violence en milieu de travail.

Enfin, le Programme du travail continuera de mettre en œuvre son nouveau Programme d'équité salariale, qui fait la promotion de la parité salariale pour l'exécution de fonctions équivalentes par une combinaison de services spécialisés d'information, de suivi et de médiation.

En plus de la mise en œuvre des initiatives approuvées à l'échelle nationale, le Programme du travail cherchera, conformément à la politique du gouvernement, à faire avancer les intérêts et les valeurs du Canada pour la négociation et la mise en œuvre de normes du travail et d'ententes internationales. Ces efforts se feront dans des contextes bilatéraux – notamment pendant la négociation d'accords de libre-échange – et multilatéraux – en particulier à l'Organisation internationale du Travail.

Le Programme du travail cherchera aussi à améliorer l'engagement des provinces et des territoires du Canada envers les questions internationales dans le domaine du travail. Certains éléments ont une importance particulière: le respect des accords de coopération particulière: le respect des accords de coopération agns le domaine du travail que le Canada conclut avec ses partenaires du libre-échange, la ratification avec ses partenaires du libre-échange, la ratification

Ces employeurs doivent cibler les secteurs de sous-représentation, éliminer les obstacles pour les groupes désignés, et mettre en œuvre un plan pour qu'ils soient suffisamment représentés. La Stratégie pour un milieu de travail sans racisme, qui fait partie du plan d'action du gouvernement du sangences d'équité en matière d'emploi en informant es employeurs et en offrant des ressources visant ès employeurs et en offrant des ressources visant à éliminer les obstacles à l'emploi et à l'avancement à éliminer les obstacles à l'emploi et à l'avancement auxquels se heurtent les membres des minorités visibles et les Autochtones.

qui contribuent. de syndicats et d'employeurs, et d'autres pays provinciaux et territoriaux du travail, les associations tion, notamment les autres ministères, les ministères du travail liées au commerce à l'ère de la mondialisascreurs essentiels à une bonne gestion des questions de nouveaux niveaux de collaboration avec d'autres régime commercial du Canada a entraîné la création important que joue le Programme du travail dans le aux obligations stipulées dans les ententes. Le rôle à répondre aux normes du travail internationales et la pression d'offrir de l'aide technique pour les aider ment, le Programme du travail subit de plus en plus partenaires se trouvent dans les pays en développecontinents. Etant donné qu'un grand nombre de ces de collaboration avec des partenaires de divers des ententes bilatérales du travail et des cadres hémisphère et ailleurs dans le monde, et négocie des tribunes multilatérales sur le travail dans notre Programme du travail représente le Canada à de base, une tâche complexe qui exige que le voir le respect des normes du travail internationales de la mondialisation. Cela veut dire qu'il faut promouil est essentiel de tenir compte des dimensions sociales qui procure d'importants avantages économiques, plus qu'étant donné la libéralisation du commerce, A l'échelle internationale, on reconnaît de plus en

En plus de la gestion de ses activités courantes au cours de l'exercice 2008–2009, le Programme du travail se concentrera sur plusieurs initiatives prioritaires.

Quelques-unes de ces initiatives se rapportent aux programmes et aux politiques qui ont déjà été approuvés. L'une consiste à mettre en œuvre une trousse complète visant à faciliter la réintégration des réservistes dans le marché de l'emploi ou aux études postsecondaires après une période de service dans les Forces canadiennes. Cette trousse comprend une protection d'emploi pour les réservistes qui travaillent

Indicateurs de résultat stratégique

NEVET

seviN	Indicateurs

	u actuel	səviM	Indicateurs
2006	əb anioM % f		Pourcentage de tous les jours ouvrables perdus en raison d'arrêts de travail (compétence fédérale)
səubis	es duonbes qe	Représentation d	Représentation de groupes désignés dans toutes les professions
2002	% E,E4	Femmes	et disponibilité de la main-d'œuvre, employeurs visés par le régime d'équité en matière d'emploi institué par le législateur
2002	% 8' L	Autochtones	
2002	% 1'71	səldisiv sətinoniM	
2002	% L'Z	Personnes* handicapées	
nvre	e la main-d'œ	b ètilidinoqei Q	
2001	% E'LÞ	Femmes	
2001	% 9'Z	Autochtones	
2001	. 12,6 %	Seldisiv sėtinoniM	
2001	% E'9	Personnes	

santé et d'indemnisation des accidentés du travail. économies pour les régimes publics de soins de sécurité en milieu de travail procure d'importantes mise en place de bonnes pratiques de santé et de et être tragiques pour les travailleurs. Par ailleurs, la des coûts élevés pour les entreprises et l'économie, administration laxiste dans ce domaine peut entraîner d'emploi et de la productivité au travail. Une observe également une amélioration de la satisfaction associés aux blessures ou à la maladie, mais on La réduction du nombre d'accidents réduit les coûts dont les employés et les employeurs tirent parti. de maladies causés en milieu de travail, un résultat le plus efficace de réduire le nombre d'accidents et de santé et de sécurité au travail constitue le moyen et les employeurs. Un programme fort et proactif ont d'importantes conséquences sur les employés droits liés à la santé et à la sécurité au travail

nandicapées

visés par les exigences d'équité en matière d'emploi. dans un secteur de compétence provinciale sont publique, et quelque 1 000 entrepreneurs fédéraux de 500 employeurs régis par le fédéral, la fonction fédéraux pour l'équité en matière d'emploi. Plus en matière d'emploi et du Programme de contrats tives d'emploi par l'administration de la Loi sur l'équité du travail qui fait la promotion de l'égalité des perspecet les personnes handicapées veulent un Programme Les femmes, les Autochtones, les minorités visibles

> des effets considérables sur les tiers. de travail dans ces secteurs ont immédiatement de l'infrastructure de l'économie, et les arrêts communications sont des éléments essentiels

de résolution des conflits. rapide, grâce à la médiation ou à d'autres formes aux employés et au gouvernement qu'une résolution et coûter beaucoup plus cher aux employeurs, peut avoir un effet considérable sur la vie personnelle prolongés dans l'obtention de réponses aux plaintes, leurs droits. Le manque d'accès, ou les retards sur un agent du Programme du travail pour protéger syndicat ne représente les intérêts, doivent compter reçu le salaire auquel ils avaient droit et dont aucun Les employés qui sont congédiés, ou qui n'ont pas importants dans le cas des employés non syndiqués. Programme du travail sont particulièrement du travail. Les programmes de conformité du à la grandeur du pays par des agents du Programme directement à des milliers de Canadiens au travail la présence du gouvernement du Canada est assurée importants et les plus concrets. Chaque année, dans le quotidien des citoyens qui sont les plus Les droits en milieu de travail sont parmi les droits

de refuser de faire un travail dangereux et d'autres et protéger leur santé et leur sécurité au travail. Le droit les agents du Programme du travail pour promouvoir Les employés et les employeurs comptent sur

C. Travail

- les bureaux de poste et les services de messagerie;
- et les mines d'uranium; le Parlement, comme la manutention des céréales les secteurs déclarés d'intérêt national par
- et certaines entreprises autochtones. • les gouvernements autochtones, leurs employés
- (ioldma'b de contrats fédéraux pour l'équité en matière fédéral et qui sont donc régies par le Programme d'importants marchés avec le gouvernement • une vaste gamme d'entreprises qui ont conclu
- les sociétés d'État fédérales;
- et de sécurité au travail. les ministères et organismes fédéraux de santé

et internationales. un intérêt pour les questions nationales d'autres organisations non gouvernementales ayant gamme d'organisations commerciales, du travail et Programme du travail est en relation avec une vaste de politiques. Outre la compétence fédérale, le nalisme, tant en administration qu'en élaboration travail s'attendent à de hauts niveaux de professionciations d'entreprises. Les clients du Programme du bien organisés, soit par des syndicats ou des assode tous les aspects de la politique du travail, et sont une structure complexe, se préoccupent beaucoup secteurs de l'économie. Ceux-ci ont généralement yeurs, les employés et les syndicats des principaux Les clients du Programme du travail sont les emplode travail canadiens et environ 1,1 million d'employés. de compétence fédérale vise environ 46 000 lieux Le mandat du Programme du travail dans le secteur

de compétence fédérale. Les transports et les des effets des conflits de travail dans un secteur provinciale peuvent aussi se ressentir immédiatement tives, mais des milliers d'entreprises de réglementation facilite l'établissement de relations de travail construcces industries veulent-ils que le programme du travail Non seulement les employeurs et les syndicats de des ports, des services postaux et de messagerie. aérien, des télécommunications, des chemins de fer, ler de conflits de travail dans les industries du transport sociales et économiques considérables peuvent découcompétence fédérale est énorme. Des répercussions L'importance économique des industries de

- trois niveaux d'application: sécuritaires, sains, justes et productifs. On dénombre et les employés et à favoriser des milieux de travail équilibrées et coopératives entre les employeurs comme une mesure visant à soutenir des relations travail. Ce mandat peut se définir, de façon générale, du travail qui se rapporte aux questions en milieu de de notre capacité de remplir le mandat du Programme Canada et le bien-être de ses citoyens dépendent Par conséquent, le rendement de l'économie du Canadiens passent une bonne partie de leur journée. xuandmon ab úo tionbrada et l'endroit où de nombreux e milieu de travail est l'endroit où se crée la
- de réglementation fédérale, qui emploient environ qui régissent les employeurs du secteur privé et l'administration de lois relatives au travail Mandat de compétence fédérale – L'élaboration
- et la sécurité au travail. publique est visée par les lois sur la santé 8,5 % de l'effectif canadien. De plus, la fonction
- exemplaires au Canada. économique et d'échanger les pratiques du travail au Canada afin de renforcer l'union et coordination dans le réseau des administrations • Mandat national - Leadership national
- du travail. et à d'autres organismes multilatéraux responsables du Canada à l'Organisation internationale du Travail d'accords de libre-échange, et la représentation internationales du travail, souvent dans le contexte la négociation et la mise en œuvre d'ententes internationales du travail au Canada, y compris • Mandat international - La gestion des affaires

Ces secteurs sont les suivants : les lois et les programmes du travail fédéraux. des principaux secteurs économiques régis par sont les employeurs, les employés et les syndicats Les principaux intervenants du Programme du travail

- interprovincial, ports et aéroports); (lignes aériennes, chemins de fer, camionnage • les transports interprovinciaux et internationaux
- télécommunication, fournisseurs Internet); câblodistributeurs, entreprises de • les télécommunications (diffuseurs,
- les panques;

Milieux de travail sécuritaires, sains, équitables, stables et productifs, où règne la coopération, et normes internationales du travail efficaces



Dépenses prévues

2010-2011 2009-2010 2008-2009

Ressources financières détaillées par programmes ou service

Ressources financières (en millions de dollars)

Marché du travail

Total - Equivalents temps plein

Apprentissage

Total partiel	8.273.8	8.652	240.3
^s semetri secivices internes ^a	8,82	26,5	26,5
^d sertuA	6,8	6'8	6'8
Alphabétisation et compétences essentielles	36,2	7,28	7,62
Compétences et information sur le marché du travail	9'9	9,3	9'9
Travailleurs étrangers et immigrants	₽'6Z	0,02	9'᠘↓
Partenariats en milieu de travail	6,071	1,881	152,0
Compétences en milieu de travail			
Total partiel	7,275.31	3,668 ar	6,185 71
^s semes services internes ^s	6,41	0,71	0,71
Marché du travail	3,674 &	1,868 8	6,08E E
Assurance-emploi	12 881,3	4,384 81	0,486 81

Compétences en milieu de travail	212	916	216
Marché du travail	328	314	314
Ressources humaines (Équivalents temps plein)			
Total	1,847.81	8,080 91	9'017 61
Tein partiel	9'960 Z	3,129 1	4,808 r
Répartition des services internes ^a	8,02	24,9	26,3
d sentuA	6'6	8'6	5,01
Mobilité académique internationale	0,4	0,4	0,4
Programme canadien pour l'épargne-études	5,159	9'179	8,029
Aide financière aux étudiants	1430,4	1241,3	0,811 1

1 239

968

697 ₺

439

927

aux Services de vérification interne et aux services partagés a été divisée entre chaque activité de programme. B La portion des services internes liés aux bureaux des ministres, aux bureaux des sous-ministres, au Bureau du contrôleur,

b La catégorie "Autres" présente des resources qui ne sont pas liées directement aux sous-activités recensées ci-haut.

Tableaux financiers

Ressources financières (en millions de dollars)

senicmud le seréionsnil secrucaseA

Marché du travail, compétences en milieu de travail et apprentissage

Résultat stratégique : Productivité et participation canadiennes accrues par des marchés du travail efficients et inclusifs, des milieux de travail compétitifs et l'accès à l'apprentissage

Dépenses prévues

2008-2009 2009-2010 2010-2011

niəld zemps plein	1 239	1 266	1 269
pprentissage	968	987	439
ompétences en milieu de travail	919	919	919
arché du travail	328	314	314
essources humaines (Équivalents temps plein)			
lstc	1,847.81	8,080 er	9'017 61
opsezeitnerque fotal Apprentiesage	9,860 2	3,126 1	₽,808 r
rêts consentis en vertu de la Loi fédérale sur l'aide financière aux ludiants	٤'906	2,887	9,718
otal des dépenses brutes	1 190,3	£,881 1	8,061 1
aiements de transfert législatifs	1 026,2	1,950 1	9'970 1
ubventions et contributions votees	0,7	١,٢	٤,٢
épenses de fonctionnement brutes	1,881	142,1	0,851
pprentissage			
ous-total Compétences en milieu de travail	8,572	8,652	240,3
ubventions et contributions votées	202,5	0,291	7,271
épenses de fonctionnement brutes	٤,89	8,78	9'29
ompétences en milieu de travail			
ous-total Marché du travail	1,275.31	3,868 ar	6,185 71
aiements des rentes sur l'État et du Régime d'assurance de la inction publique	£,24	۷٬68	ε, τε
ssurance-emploi (Partie II) - Prestations d'emploi et mesures de outien	2,136,3	2 136,3	2 136,3
saurance-emploi (Partie I) - Prestations de revenu	12 827,0	13 435,0	13 915,0
otal des dépenses brutes	1,078 1	1 288,5	1 273,3
column connects to lete	1,0	١,0	١,0
aiments de transfert législatifs			0'077 1
	1 324,6	1 244,0	1 229,0

.lolqm9 de référence du Ministère et du Compte d'assurancefonctionnement sont financées au moyen des niveaux moyen de contributions votées. Les dépenses de marché du travail. Les fonds sont administrés au Compétences essentielles et l'Information sur le Classification nationale des professions, les

Apprentissage

d'assurance-emploi. niveaux de référence du Ministère et du Compte de fonctionnement sont financées au moyen des mobilité internationale des étudiants. Les dépenses administre des programmes dans le domaine de la l'initiative Mobilité académique internationale subventions. Sur le plan des programmes votés, régimes enregistrés d'épargne-études qui offrent des études postsecondaires de leurs enfants grâce à des encourage les Canadiens à épargner en vue des Programme canadien pour l'épargne-études emprunteurs à effectuer leur remboursement. Le mesures de gestion des dettes pour aider les des besoins financiers manifestes. Il offre en outre des des prêts et des subventions aux étudiants éprouvant l'accès aux études postsecondaires en fournissant Programme canadien de prêts aux étudiants favorise votés. Pour ce qui est des programmes législatifs, le l'échelle nationale, dont des programmes législatifs et secteur compte des programmes mis en œuvre à pour les apprenants d'aujourd'hui et de demain. Ce réduisant les obstacles financiers et non financiers l'accès aux occasions d'apprentissage continu en intervenants afin d'accroître la sensibilisation et fournisseurs de services et d'autres principaux secteur bénévole, les institutions financières, les collaboration avec les provinces et territoires, le cette fin, le programme fonctionne en étroite économique fondée sur le savoir et à la société. A nécessaires pour pouvoir participer à la vie Canadiens d'acquérir la formation et les compétences Les programmes d'apprentissage permettent aux

section IV - Autres points d'intérêt. Pour en savoir plus sur ces programmes, voir la

Marché du travail de programme Description des activités

Ministère et du Compte d'assurance-emploi. financées au moyen des niveaux de référence du du travail. Les dépenses de fonctionnement sont s'adapter davantage aux changements sur le marché autonomes, à investir dans leur propre intérêt et à compétences et à les encourager à devenir jeunes et les Autochtones, à développer leurs les adultes sans emploi et les groupes cibles, tels les emploi. Ils visent à aider les Canadiens, notamment l'assurance-emploi, par le Compte d'assuranceétablis aux termes de la partie II de la Loi sur référence du Ministère et, pour les programmes travail sont financés au moyen des niveaux de décès. Les programmes et services du marché du souffrant d'une maladie grave qui risque de causer le qui doivent s'occuper d'un membre de leur famille nouveau-né ou d'un enfant adopté, ainsi que celles enceintes ou les personnes qui prennent soin d'un compris les personnes malades, les femmes besoins des travailleurs et du marché du travail, y un vaste éventail de prestations pour répondre aux sur l'assurance-emploi. L'assurance-emploi englobe chômeurs admissibles en vertu de la partie I de la Loi en fournissant un soutien du revenu temporaire aux stabilité économique et un marché du travail souple l'assurance-emploi favorisent le bien-être individuel, la du marché du travail. Les programmes de Comprend les programmes de l'assurance emploi et

Compétences en milieu de travail

compétences et le marché du travail, notamment la marché du travail, grâce à l'information sur les primordial pour assurer le bon fonctionnement du connaissances et de l'information, ce qui est s'emploie également à élaborer et à diffuser des Programme des travailleurs étrangers. Le secteur obtenus à l'étranger, le Portail de l'immigration et le comme la Reconnaissance des titres de compétence destinés aux travailleurs étrangers et aux immigrants, l'intégration des immigrants grâce aux programmes Compétences en milieu de travail améliore compétences en milieu de travail. L'activité à identifier et à promouvoir le perfectionnement des programmes de partenariats en milieu de travail visant partenaires de l'industrie dans le cadre de Ce secteur collabore avec les intervenants et les

des milieux de travail compétitifs et l'accès à l'apprentissage Productivité et participation canadiennes accrues par des marchés du travail efficients et inclusifs, នៅមខម្មក ១មជ្រខ្មក់វិត្តាវិទ

Activité de programme

Appprentissage

Continuer d'évaluer les options stratégiques donnent des resultats pour les Canadiens les programmes soient efficients, efficaces et qu'ils de soutien des apprenants en faisant en sorte que

er a l'apprentissage continu et autres à l'accès aux études postsecondaire

suoiluevaus eb 19 à des études postsecondaires au moyen de prêts • Réduction des obstacles financiers à la participation

de 18 ans connaissent les incitatifs à l'épargne · Les Canadiens ayant des enfants de moins 18 ans ont un régime enregistré d'épargne-études Les Canadiens ayant des enfants de moins de

ge bius en plus mondialise à un avantage compétitif dans un environnement counsissances et des compétences qui contribuent permettre aux étudiants canadiens d'acquérir des Accès amélioré aux études à l'étranger pour au moyen des REEE

• Pourcentage de prêts consolidés en 2005-2006 générale des services fournis par le Programme canadien de prêts aux étudiants • Satisfaction des clients à l'égard de la qualité

canadien ou la subvention canadienne pour l'épargne-études du Canada (p. ex., le Bon d'études de l'année civile actuelle, qui ont reçu un incitatif a · Pourcentage d'enfants de moins de 18 ans, au cours de prêt 2007-2008 (prêts directs seulement) qui n'étaient pas remboursés à la fin de l'année

leur expérience de mobilité académique internationale Niveau de satisfaction des étudiants par rapport à q, épargne-études (REEE) au cours d'un exercice • Montant (\$) des actifs dans un régime enregistré

Mobilité académique internationale

Aide financière aux étudiants

Programme canadien pour l'épargne-études

Améliorer la gestion et la prestation des programmes Mettre en œuvre des initiatives essentielles et

la quaiité et l'efficacité du marché du travail e secreni bine et es intervenants, pour amerorer en collaboration avec les provinces, les territoires, novatrices sur les compétences en milieu de travail,

Compétences en milieu du travail

• nullsation accrue des competences existantes besoins en milieu de travail chez tous les intervenants • Meilleure compréhension de l'apprentissage et des

d'apprentissage en milieu de travail • Engagement accru des intervenants en matière exigences de reconnaissance des compétences · Harmonisation pancanadienne des modes et des sur le marche du travail

qui sont tout à fait mobiles au Canada grâce • Augmentation du nombre de gens de métier on depassent le niveau de rendement attendu · Pourcentage des conseils sectoriels qui atteignent

de reconnaissance des titres de compétence du travail ciblés par des interventions systémiques Proportion d'immigrants spécialisés sur le marché à un certificat du Sceau rouge

de compétences en milieu de travail partenaires qui ont pris part à des initiatives novatrices Nombre d'employés, d'employeurs et d'organismes

Reconnaissance des titres de compétence · Travailleurs étrangers et immigrants

Mobilité interprovinciale de la main-d'œuvre Portail sur l'immigration

Programme des travailleurs étrangers temporaires

· Information sur les compétences Alphabétisation et compétences essentielles

Olassification nationale des professions Information sur le marché du travail et sur le marché du travail

Subvention incitative aux apprentis · Partenariats sur le marché du travail

Consells sectoriels au sceau rouge Normes interprovinciales du programme

initiative des competences en milieu de travail Stratègie des métiers et de l'apprentissage

Marché du travail

reront les choix et les possibilités qui élimineront les obstacles à l'emploi et améliodes partenaires a la mise en œuvre des strategies collaborant avec les provinces, les territoires et et partaire les compétences des Canadiens en Augmenter la participation au marché du travail

transitions narmonieuses et recondes vers le marche qu'ils cherchent du travail, ce qui vient favoriser des les critères de la Loi sur l'a.-e. sont appuyés pendant • Les Canadiens en chômage admissibles selon

sels lims, te sellennoissetorq setilides coqsen · Fes deus sout en mesante de concilier lents

du marché du travail en adoptant de nouveilles · On atténue les difficultés que crée l'évolution et le travail et entre le chômage et le réemploi qui opère sans heurts les transitions entre l'école Il se crée une main-d'œuvre résistante et adaptable

stratégies : travailleurs âgés, ententes de partenariat

· Il existe une collaboration efficace avec eur productivité et leur competitivite des travailleurs qualifiés et, de ce fait, d'améliorer Fes employeurs sont capables de trouver aur le marché du travail

les partenaires du marche du travail

d'un programme d'emploi (clients au travail/de retour bre total de clients qui avaient terminé leur intervention a nu biodistitute a empioi et en poaticentage au noutdni etalent retournes aux etudes apres une intervention · Nombre de clients qui s'étaient trouvé un emploi ou

· Pourcentage du nombre total de clients aptes au ernges (apres au travaiven recherche d'empioi) faciliter leur entrée sur le marché du travail ou aux participation aux programmes de soutien visant à ou qui sont retournés aux études à la suite de leur Nombre de clients qui se sont trouvé un emploi

quue yonnelle entreprise (developpement) ges comberences a emploi on le ignoement l'acquisition d'expérience de traval, l'amélioration participation aux programmes de prestations visant ou qui sont retournés aux études à la suite de leur Mombre de clients qui se sont trouvé un emploi travail ou à la recherche d'un emploi qui ont terminé

cement d'une nouve le entreprise (développement) l'amélioration des compétences d'emploi ou le langrammes visant i acquisition d'expenence de travail, du nombre total de clients qui ont pris part aux prode développement des compétences, et pourcentage · Nombre de clients ayant pris part aux programmes

Mombre d'apprentis qui ont reçu des prestations
de la partie I ou de la partie II de la Loi sur l'a.-e.

Prestations de revenu · wasartsuce-emploi

Strategie de développement des ressources · Programmes du marché du travail Services d'actuariat

Partenariat pour les compétences et l'emploi humaines autochtones

Fonds d'appui aux Communautès minoritaires Prestations d'emploi et mesures de soutien

Adaptations au marche du travail de langue officielle

Transferts en vertu des ententes sur les personnes handicapées Ententes sur le marché du travail visant

Louds a integration pour les personnes le développement du marché du travail

Stratégie emploi jeunesse

Sépenses prévues : 16375,7M \$ / ETP : 328

966: AIR / \$ M9'960Z : Senveyd sesueden Gbeuses biennes: \$13'8M \$ / ELb: 212

Apprentissage

Canada Plan : Moderniser l'aide financière aux étudiants, conformément à ce qui était prévu dans le plan Avantage

- Assurer la transition vers le fournisseur de services du Programme canadien de prêts aux étudiants;
- fédéraux de prêts et bourses pour les études postsecondaires; • mettre en œuvre les recommandations du Rapport du Bureau du vérificateur général du Canada sur les programmes
- tirées des évaluations et de l'examen opérationnels du Programme canadien pour l'épargne-études; renforcer l'intégrité, la régie, l'imputabilité et la gérance des programmes en mettant en œuvre les recommandations
- aux étudiants canadiens • continuer de collaborer avec les provinces et les territoires afin de chercher à moderniser l'aide financière offerte

et à l'apprentissage continu Plan: Continuer de réagir aux obstacles financiers et non financiers à l'accès aux études postsecondaires

- fédéraux et les organismes non gouvernementaux pour aider les apprenants; • Poursuivre les travaux diagnostiques et politiques des programmes avec les provinces, les territoires, les autres ministères
- y compris l'accessibilité, l'abordabilité, la réussite et la promotion de l'apprentissage continu; améliorer la qualité des données et des recherches à l'appui de l'élaboration de politiques sur les principaux enjeux,
- renouveler et élargir l'Initiative de mobilité académique internationale;
- et non financiers aux EPS et à l'apprentissage continu; • cibler, explorer et élaborer des options de politiques et des choix d'instruments relatifs aux obstacles financiers
- postsecondaires de leurs enfants. • élaborer et mettre en œuvre des mesures visant à encourager les Canadiens à économiser davantage pour les études

Plans à l'appui du résultat stratégique

Marché du travail

qui élimineront les obstacles à l'emploi et amélioreront les choix et les possibilités en collaborant avec les provinces, les territoires et des partenaires à la mise en œuvre de stratégies Plan : Augmenter la participation au marché du travail et parfaire les compétences des Canadiens

- soit plus facile d'accès pour les Canadiens : Piloter l'élaboration d'une nouvelle architecture du marché du travail pour que la formation sur le marché du travail
- pour l'administration des programmes de formation aux clients admissibles à l'a.-e.; - négocier le transfert d'ententes sur le développement du marché du travail non dévolues aux provinces et aux territoires
- d'a.-e., comme les prestataires d'aide sociale, les immigrants, les personnes handicapées, les jeunes, les travailleurs - négocier une nouvelle génération d'ententes sur le marché du travail pour les clients admissibles qui ne reçoivent pas
- les programmes se rapportant aux travailleurs âgés, aux jeunes et aux personnes handicapées. explorer la faisabilité de transférer les programmes fédéraux du marché du travail aux provinces et territoires, y compris âgés, et les Autochtones;
- Veiller à ce que le régime d'assurance-emploi continue de répondre aux besoins d'un soutien temporaire du revenu
- élaborer des options et des plans pour appuyer les décisions relatives aux projets pilotes de l'assurance-emploi. - soutenir la mise en œuvre d'engagements du gouvernement pour améliorer la régie et la gestion du compte d'a.-e.; des Canadiens qui travaillent:
- Elaborer et mettre en œuvre des stratégies visant à améliorer les compétences des Autochtones:
- de saisir des perspectives d'emploi dans le Nord et ailleurs au Canada; - favoriser les partenariats qui aident les Autochtones à obtenir les compétences et la formation leur permettant
- évaluer, élaborer et mettre en œuvre des options qui suivront la stratégie du marché du travail autochtone 2009.

Compétences en milieu de travail

la qualité et l'efficacité du marché du travail en collaboration avec les provinces, les territoires, le secteur privé et des intervenants, pour améliorer Plan: Mettre en œuvre des initiatives de compétences en milieu de travail novatrices et importantes,

- du marché du travail : • Assurer le leadership sur les questions de l'union économique nationale, en contribuant à une meilleure efficacité
- et en améliorant la mobilité de la main-d'œuvre canadienne; les métiers spécialisés et la reconnaissance des titres de compétence (nationaux et étrangers) en réduisant les obstacles - collaborer avec les provinces et territoires et d'autres partenaires aux enjeux de mobilité de la main-d'œuvre, y compris
- améliorer les produits et services d'information sur le marché du travail offerts aux Canadiens.
- élaborer la prochaine phase de la Stratégie des métiers et de l'apprentissage; Améliorer la qualité des approches sectorielles quant aux compétences en milieu de travail :
- appuyer les initiatives sectorielles, y compris les sjustements dans les secteurs traditionnels, et élaborer de nouvelles
- approches pour améliorer les partenariats en milieu de travail;
- soient les premiers à avoir accès aux perspectives d'emploi, et élaborer des mesures de suivi et de conformité - faciliter l'entrée de travailleurs étrangers temporaires tout en continuant de faire en sorte que les Canadiens
- élaborer des outils et d'autres mécanismes de soutien pour améliorer le niveau d'alphabétisation et de compétences bont les employeurs;

d'apprentissage. d'offrir des services et des programmes euv ne sèlo atrenevenants clés en vue collaborant avec les gouvernements provinciaux et

des futurs rapports sur les plans et les priorités. nouveaux indicateurs de rendement, qui feront l'objet enquêtes pour établir des cibles pour plusieurs utiliserons une nouvelle donnée recueillie dans les Canadiens, pendant l'année 2008-2009, nous Pour mieux démontrer les résultats pour les

études postsecondaires fonctionnent. options qui leur sont offertes pour poursuivre des programme pour sensibiliser les Canadiens aux programme y ont aussi accès et si les efforts du déterminer si les personnes qui ont besoin du Ses nouveaux indicateurs nous permettront de étudiants offerte, y compris les incitatifs à l'épargne. niveau de sensibilisation à l'aide financière aux au Programme de déterminer, parmi les Canadiens, le étudiants. Les autres indicateurs projetés permettront reçoivent par le Programme canadien de prêts aux personnes qui ont besoin d'aide financière en Le premier de ces indicateurs indiquera si les

Programme canadien de prêts aux étudiants. complémentaire aux prêts et bourses offerts par le permet de réduire leur taux d'endettement et est subventions aux étudiants de partout au Canada, FCBEM offre des bourses d'études et des domaine de l'éducation postsecondaire » 6. La personnes fondée sur une action concertée dans le l'échelle nationale une alliance d'organismes et de d'engagement au sein de la société; et à former à chez les étudiants un degré élevé de réussite et des obstacles économiques ou sociaux; à susciter Canadiens, et en particulier de ceux qui se heurtent à l'accès aux études postsecondaires de tous les d'une loi du Parlement en 1998. « Elle vise à améliorer privé indépendant créé et subventionné en vertu accord de financement. La FCBEM est un organisme (FCBEM), avec laquelle le gouvernement a conclu un canadienne des bourses d'études du millénaire également la relation du Ministère avec la Fondation annoncés dans le Budget 2008. Le PCPE gère simplification, et les résultats de cet examen seront fait actuellement l'objet d'un examen en vue de sa cadre du mandat de l'apprentissage. Ce programme une initiative horizontale gérée par RHDSC dans le Le Programme canadien de prêts aux étudiants est

> contribuant à l'élaboration d'approches novatrices sensibilisation) à l'apprentissage par les adultes en de temps et de distance, et manque de réduisant les obstacles non financiers (contraintes

d'apprentissage par les adultes;

¿snon-zaines ay

- de 42000 \$ à 50000 \$ eb passer la limite cumulative de cotisations appliquée aux cotisations annuelles et en faisant d'épargne-études en éliminant la limite de 4 000 \$ Le Budget de 2007 a encouragé les régimes enregistrés
- de 400 \$ à 500 \$. pour l'épargne-études, celui-ci étant passé annuel maximal de la Subvention canadienne • Le Budget de 2007 a augmenté le montant
- devrait atteindre 2,5 millions d'ici la fin de 2010. une Subvention canadienne pour l'épargne-études Le nombre de bénéficiaires qui ont déjà reçu
- 240 000 en mars 2011. fonds du Bon d'études canadien devrait atteindre Le nombre de bénéficiaires qui ont déjà reçù des
- en 2008-2009. études et des Subventions canadiennes d'accès tireront parti des Subventions canadiennes pour l'endettement). Le PCPE estime que 80000 Canadiens teurs qui bénéficient de mesures de gestion de boursables pendant les études et 130000 emprundes bourses et des bonifications d'intérêts non remsont 450000 étudiants qui bénéficient des prêts, parti du Programme en 2008-2009 (ces personnes (PCPE) estime que 580000 Canadiens tireront • Le Programme canadien de prêts aux étudiants
- à des exigences de services communautaires. trent un mérite exceptionnel et répondent de leurs études en vertu de la FCBEM s'ils démonpeuvent recevoir des bourses d'excellence au cours naire; et 1 200 étudiants de niveau postsecondaire à la FCBEM, une bourse d'entrée annuelle du millèdiants de niveau postsecondaire reçoivent, grâce millénaire en vertu de la FCBEM; plus de 1800 étubénéficient chaque année des bourses d'accès du faible revenu ayant un besoin financier évident (FCBEM); 21 000 autres étudiants de familles à canadienne des bourses d'études du millénaire bourses du millénaire en vertu de la Fondation financier évident bénéficient chaque année des • Environ 100000 étudiants ayant un besoin
- en 2008-2009. en Amérique du Nord et en Europe d'études à l'étranger aux étudiants canadiens secondaire canadiens à offrir des perspectives aidera 50 établissements d'enseignement post-• L'Initiative de mobilité académique internationale

L'accès à l'apprentissage...

L'apprentissage continu est essentiel au bien-être individuel des Canadiens, ainsi qu'à la productivité, à la compétitivité et à la prospérité du Canada.

L'un des aspects essentiels de la croissance de la productivité est l'éducation. « Des citoyens plus instruits sont mieux à même de contribuer à l'élaboration des politiques publiques et de prendre toute leur place dans le débat public³. Les particuliers et la société tirent parti d'une meilleure santé et d'un et la société tirent parti d'une meilleure santé et d'un taux réduit de criminalité ⁴ ».

L'éducation permet en effet aux personnes d'un milieu désavantagé d'acquérir les compétences et les connaissances réquises pour progresser dans la vie. Du fait que les études postsecondaires prendront économique des individus, les conséquences sociales d'une moins grande participation parmi les Canadiens à faible revenu, les jeunes dont les parents n'ont pas pourront qu'empirer. Cela risque de mener non seulement à une situation financière moins envieuse pour ces personnes et à une baisse de la productivité du Canada, mais aussi à une société au tissu social du Canada, mais aussi à une société au tissu social du Canada, mais aussi à une moins bonne qualité de vie fragilisé et, du coup, à une moins bonne qualité de vie fragilisé et, du coup, à une moins bonne qualité de vie

PHDSC side ceux-ci à accéder sux possibilités d'apprentissage nécessaires pour qu'ils soient plus présents dans une économie et une société du savoir. Le Ministère favorise une culture d'apprentissage continu en :

- encourageant la sensibilisation à l'importance de l'apprentissage continu et à la nécessité d'épargner en vue des études postsecondaires;
- favorisant l'accès des étudiants aux études postsecondaires et aux possibilités d'apprentissage à l'âge adulte;

Cette activité de programme vise aussi à améliorer la concurrence économique du Canada en favorisant des milieux de travail novateurs, productifs et inclusifs où on aide et on encourage les travailleurs à perfectionner et à utiliser leurs connaissances, leurs compétences et leurs capacités. Cette activité de programme met en valeur le développement des compétences des travailleurs du Canada et compétences des travailleurs du Canada et encourage les employeurs à investir dans celui-ci.

marché du travail canadien. compétences et de main-d'œuvre à court terme du étrangers pour répondre aux besoins de d'œuvre nationales en facilitant l'entrée de travailleurs cherche par ailleurs à atténuer les pénuries de maincompétence acquis hors du Canada. Le Ministère l'évaluation et la reconnaissance des titres de travailleurs formés à l'étranger en favorisant RHDSC tâche également d'améliorer l'intégration des En collaboration avec les principaux intervenants, métiers, la formation par l'apprentissage et la mobilité. perfectionnement des compétences; il soutient les des employeurs et des salariés dans le salariés; il appuie et encourage les investissements sur la prise de décisions des employeurs et des accessible sur le marché du travail pour renseigner te d'information de qualité et

Le travail de Ressources humaines et Développement social Canada sur l'activité de programme portant sur les compétences en milieu de travail respecte le résultat du gouvernement du Canada, c'est-à-dire une économie novatrice et axée sur le savoir.

Au nom du Ministère, Service Canada administre plusieurs programmes, y compris les prestations d'emploi et mesures de soutien, la Subvention incitative aux apprentis, le Programme concernant les travailleurs étrangers temporaires, les Ententes sur le développement des ressources humaines autochtones, le Fonds d'intégration pour les personnes handicapées, et l'information sur le marché du travail.

³ Lynch, Kevin. 2006. « Le monde comme contrainte et comme cible », Options stratégiques, vol. 27, nº 4 (avril-mai). http://www.irpp.org/po/archive/apr06fr/lynch.pdf

Le prix du savoir 2004 : L'accès à l'éducation et la situation financière des étudiants au Canada. Fondation canadienne des bourses d'études du millénaire, 2004, page 14. http://www.millenniumscholarships.ca/images/Publications/Prix_du_Savoir-2004.pdf

⁵ Le prix du savoir : L'accès à l'éducation et la situation financière des étudiants au Canada – 3° édition. Fondation canadienne des bourses d'études du millénaire, 2007, page 18. http://www.millenniumscholarships.ca/images/Publications/POK07_£.pdf

handicapées. aux jeunes, aux travailleurs âgés et aux personnes programmes fédéraux du marché du travail destinés gouvernements provinciaux et territoriaux les explore également la possibilité de confier aux participation au marché du travail. Le Ministère perfectionnement nécessaires à leur pleine sont incapables d'obtenir la formation et le travail pour aider les clients inadmissibles à l'a.-e., qui nouvelle génération d'ententes sur le marché du admissibles à l'a.-e. De plus, nous négocierons une prestation de programmes de formation aux clients développement du marché du travail régissant la procéder au transfert intégral des ententes sur le gouvernements provinciaux et territoriaux pour A cette fin, nous continuerons de négocier avec les

...stititèqmo2 Des milieux de travail

efficace. employeurs, et un marché du travail souple et de travailleurs qualifiés répondant aux besoins des compétences de grande qualité, un nombre suffisant d'œuvre flexible et résiliente, possédant des priorités économiques larges, comme une maincompétences en milieu de travail, RHDSC appuie des Grâce à l'activité de programme portant sur les

Le saviez-vous?

- la conformité et accélèrer ces efforts. travailler avec ses collaborateurs pour en garantir au plus tard le 1er avril 2009. RHDSC s'engage à à leurs obligations de mobilité de la main-d'œuvre organismes de réglementation de faire honneur du Commerce ont prié les gouvernements et les • Les ministres fédéraux-provinciaux-territoriaux
- des apprentis après leur programme. obstacles à la réussite de même que l'expérience en 2008 et offrira de nouvelles données sur les par l'apprentissage en plus de 10 ans sera publiée La première enquête nationale sur la formation
- mis à pied dans les secteurs en déclin. notamment les travailleurs récemment d'accéder aux éventuels sources d'employés, chercheront à faciliter la capacité des employeurs • Les conseils sectoriels des secteurs à forte croissance
- de monter au cours des prochaines années. de 54 % depuis 2006, et devraient continuer de la part des employeurs ont augmenté de plus Les demandes de travailleurs étrangers temporaires

efficients et inclusifs... Des marchés du travail

l'évolution du marché du travail. d'accroître leurs revenus et de s'adapter davantage à leur donne la possibilité d'acquérir des compétences, soutien temporaire du revenu aux Canadiens. Cela mesures et des prestations d'emploi actives et un causer le décès. Ce programme offre également des famille souffrant d'une maladie grave qui risque de celles qui doivent s'occuper d'un membre de leur d'un nouveau-né ou d'un enfant adopté, ainsi que femmes enceintes ou les personnes qui prennent soin du travail, y compris les personnes malades, les répondre aux besoins des travailleurs et du marché emploi englobe un vaste éventail de prestations pour partie I de la Loi sur l'assurance-emploi. L'assurancetemporaire aux chômeurs admissibles en vertu de la marché du travail souple en offrant une aide financière bien-être individuel, de la stabilité économique et d'un régime d'assurance-emploi (a.-e.) fait la promotion du Dans l'activité de programme Marché du travail, le

capable de s'adapter à l'évolution de l'économie. souplesse du marché du travail, pour que celui-ci soit stabilité économique, le bien-être individuel et la Grâce à ces programmes, le Ministère favorise la autonomes et à investir dans leur propre intérêt. leurs compétences, et à les encourager à devenir Autochtones et les travailleurs âgés, à développer sans emploi et les groupes cibles, tels les jeunes, les également aux Canadiens, notamment les adultes Les programmes du marché du travail permettent

travail soit plus facilement accessible aux Canadiens. pour faire en sorte que la formation sur le marché du On a commencé à élaborer de nouvelles approches

Le saviez-vous?

- aux prestations d'a.-e. 83 % des chômeurs canadiens étaient admissibles par l'assurance-emploi, en 2006, un peu moins de • D'après l'Enquête sur la couverture de la population
- et parentales auxquelles ils avaient droit. reçu 93,5 % des prestations d'a.-e. de maternité • En 2004 - 2005, les prestataires d'a.-e. avaient
- d'ici 2010, par rapport à 6,8 % en 2005. baisser graduellement pour se fixer à 6,0 % augmenter de 1,3 %, et le taux de chômage devrait nouveaux emplois, la population active devrait entraînera la création d'environ 1,2 million de une croissance moyenne annuelle de 1,4 % qui Entre 2006 et 2010, on prévoit que l'emploi connaîtra

Indicateurs

Niveau

a de la	ald in the s	900	on scolante Alfres réels 2	O
IstoT	+99	S2-64		
% t'll	12,3 %	12,5 %	% 9'9	s, certificat

Total	% 8'9Z	% 8'79	% 6'6 †	% 9'99
lotoT	70 0 90	70 0 09	70 0 07	70 3 33
ou troisième cycle	0/ 1/0	0/ 0/0	0/ 1/11	0/ 0/0
əmáixuəb əb əmôlqiQ	% 2'0	% 0,8	% 1,11	% 6'9
Baccalauréat	% 8'9	% 2'21	% t'll	% 7,31
(inférieur au baccalauréat)				(
Collège et université	% 8'71	% 9,45	% 1,81	% 7,SS
əmôlqib uo				
École de métiers, certificat	% 9'9	12,5 %	12,3 %	% t'll
99Â	15-24	79-97	+99	lstoT
	_		_	

les 25 à 64 ans). (Pour tous les Canadiens) groupe d'âge (total de 59,1 % en 2006 pour un grade d'études postsecondaires selon le qui ont obtenu un certificat, un diplôme ou Pourcentage de Canadiens (15 ans et plus)

sur le marché du travail)

les 25 à 64 ans). (Pour les Canadiens postsecondaires (62,8 % en 2006 pour un certificat, un diplôme ou un grade d'études unetdo s iup absna0 ub (ana 48 à 31 eb) Pourcentage de la population active

E 2005	ось	90			e suunelle anx qe ac	SeviN Mayenn
Rang du Canada parmi I'OCDE	79-97	lstoT	+99	72-64	15-24	Ag ê
-l er	. 12,0 %	% g'0l	% 9 '01	42,1 %	% Oʻt	École de métiers, certificat ou diplôme
J GL	% 0'87	% E'61	% 9'11	% 0'87	% 2,11	Collège et université (inférieur au baccalauréat)
6ê égalité avec la Corée et l'Australie)	% 0'87	% Z'EI	% 9'9	% 9'91	% 6' <i>†</i>	Baccalauréat
		% 8'9	% L'Þ	% t'L	% 9'0	Diplôme de deuxième emsision tuo

d'âge (octobre 2007)
une université ou un collège selon le groupe
Proportion de Canadiens qui fréquentaient

Pourcentage	eqmət Á ləitisq	niəlq aqmət Á	Groupes d'âge
% 8'67	2,9 %	% 6'97	15-24
% 0'6	% 9'8	% 9'9	25-34
% 8'E	2,1%	% 2'1	32-44
% 9° L	% 6'0	% 9'0	79-97
% 9'0	% t'0	% Z'0	19-99
% 8'8	% 0'Z	% 8'9	Ensemble 15-64

20'1 % 29'1 % 35'8 % 48'8 %

au total

l er

% 0'97

Total

сусіе

Indicateurs de résultat stratégique

Marché du travail, compétences en milieu de travail et apprentissage

A nné		usəviM	Indicateurs
	agê't	Groupe o	aux d'activité .
2002	% 9'29	anlg to ans 31	En octobre 2007)
	% 8'99	15 à 24 ans	
	% 9'98	25 à 54 ans	
2002	% 8'EE	55 ans et plus	
S008	% Oʻl		óroissance de la productivité du travail – secteur des entreprises – n fonction des moyennes annuelles ^a
	% 0't2 % 0't2	Ensemble de l'économie Secteur des entreprises	liveau de productivité du Canada, en pourcentage du niveau e productivité des États-Unis ^a
2008	% E'8		ourcentage de chômeurs à la recherche d'un emploi pendant n an et plus (S2 semaines et plus)
2006	% 8'⊅		ourcentage de jeunes (de 15 à 24 ans) qui ne sont ni actifs i aux études
S00-	% Z'Z	Femmes	zer de chômage selon les groupes désignés
200	% 2'01	Personnes handicapéés	
S00-	% L:6L	Autochtones	
S00-	% 9'6	səldisiv sətinoniM	
200	% 0'9	Travailleurs âgés	
2000	% 77		ourcentage des Canadiens en âge de travailler qui n'ont pas atteint e niveau d'alphabétisation minimum pour réussir dans l'économie et la société d'aujourd'hui ^b
S005	% 9'27		ourcentage de la population active d'âge adulte qui a reçu une crmation structurée liée à l'emploi ^c
2008	% Z'0Z		Pourcentage de la population active d'âge adulte qui a reçu une Prmation liée à l'emploi parrainée par l'employeur c

a Centre for the Study of Living Standards

b Enquête sur l'alphabétisation et les compétences des adultes de 2003

c Enquête sur la dynamique du travail et du revenu

en milieu de travail et apprentissage B. Marché du travail, compétences

postsecondaire. employeurs et des établissements d'enseignement territoires et d'autres intervenants, surtout des

pas disponibles. les Canadiens et les résidents permanents ne sont l'entrée de travailleurs étrangers temporaires lorsque besoins de main-d'œuvre des employeurs en facilitant responsabilités consistent également à répondre aux de l'information sur le marché du travail national. Ces reconnaissance des titres de compétence, et à fournir l'apprentissage continu, à améliorer la mobilité et la obstacles à l'emploi, aux études postsecondaires et à économique du Canada en cherchant à éliminer les fédérales consistent ainsi à renforcer l'union l'emploi et les compétences. Les responsabilités dans le règlement des questions nationales touchant Le gouvernement du Canada a un rôle clair à jouer

travail locaux et régionaux. des Canadiens, notamment ceux des marchés du ces compétences et il veille à répondre aux besoins le perfectionnement des compétences, il investit dans travail qui sont nécessaires, il favorise la mise à jour et Ministère comprend les compétences en milieu de poursuivre leurs études. Grâce à ces partenariats, le les empêchent de décrocher un emploi et de groupes sont souvent confrontés à des obstacles qui handicapées, les jeunes et les travailleurs âgés. Ces immigrants, les Autochtones, les personnes sous-représentés parmi la main-d'œuvre, comme les marché du travail mais qui font partie des groupes besoins des personnes qui souhaitent participer au De plus, les programmes de RHDSC répondent aux

a plus souple qui soit. main-d'œuvre la plus scolarisée, la plus spécialisée et mais vise l'objectif commun qui consiste à créer la programmes et les services vers différents clients, appuie ce résultat stratégique en oriente les le savoir. Chacune des activités de programme qui besoins de la croissance de notre économie axée sur de bien remplir son mandat et de répondre aux des collaborateurs et intervenants, RHDSC s'efforce En collaboration avec les provinces, les territoires, et

> économique forte. améliorer la productivité et soutenir une croissance compétences et d'études, éléments essentiels pour travailleurs possédant des niveaux élevés de en plus, le marché du travail aura besoin de hautement scolarisée, spécialisée et souple. De plus accrue, grâce à la création d'une main-d'œuvre niveau élevé de productivité, et une concurrence maintien d'une forte croissance économique, un a prospérité continue du Canada réside dans le

> milieu de travail. entraînent des améliorations de la productivité en spécialisés contribuent à cette concurrence et milieux de travail canadiens. Les travailleurs qualité de vie est l'amélioration de la concurrence des productivité du Canada et de l'amélioration de la L'un des principaux aspects du renforcement de la

> de voir sa productivité et sa prospérité diminuer. d'apprentissage n'augmente pas, le Canada risque taux de participation à des programmes réussite de celles-ci plus importantes que jamais. Si le canadiens rendent les études postsecondaires et la vieillissement de la population et de l'effectif Les exigences d'une économie axée sur le savoir et le

> brogrammes. nécessaires pour participer à une foule de offrent aux Canadiens les possibilités et les choix travail et l'apprentissage sont complémentaires et marché du travail, les compétences en milieu de stratégique, les activités de programme portant sur le spécialisée et flexible. Pour atteindre ce résultat appuyer et à développer une main-d'œuvre très Par conséquent, RHDSC doit continuer de chercher à

partenariats et des relations avec les provinces, les demain. RHDSC élaborera et renforcera des travailler sur le marché du travail d'aujourd'hui et de et l'utilisation des compétences nécessaires pour appuyer l'apprentissage continu, le perfectionnement éléments sont communs et aident le Ministère à et des responsabilités distincts, certains de leurs Bien que ces activités de programme aient des rôles

Productivité et participation canadiennes accrues par des marchés du travail efficients et inclusifs, des milieux de travail compétitifs et l'accès à l'apprentissage



Tableaux financiers

Politiques, recherche et communications

humain et de développement social Résultat stratégique : Politiques et programmes qui répondent aux besoins des Canadiens en matière de capital

Dépenses prévues

6101

2010-2011	2009-2010	2008-2009

Ressources financières et humaines

Ressources financières (en millions de dollars)

Politique, recherche et communication

Ressources humaines		
2,281	168,3	168.3
0.3	6.0	8.0
6.481	0.891	0.881
	8.0	ε.0 ε 0

Ressources financières détaillées par programmes ou service

Ressources financières (en millions de dollars)

Politique, recherche et communication

Equivalents temps plein

Ressources humaines			
lstoT	185,2	168,3	168,3
Répartition des services internes ⁸	8,48	۷٬59	0,88
Affaires publiques et Relations avec les partenaires	0,82	9,82	23,5
Connaissances, analyse et évaluation	5,27	9,29	62,3
Politique stratégique	1,52	16,5	3,91

1 039

aux Services de vérification interne et aux services partagés a été divisée entre chaque activité de programme. ⁸ La portion des services internes liés aux bureaux des ministres, aux bureaux des sous-ministres, au Bureau du contrôleur,

1 020

1 020

Régime de pensions du Canada. Compte d'assurance-emploi et du Compte du moyen des niveaux de référence du Ministère, du dépenses de fonctionnement sont financées au d'excellentes relations avec les intervenants. Les Canadiens, en les mobilisant et en établissant et des résultats de RHDS en communiquant avec les rôle essentiel pour soutenir la réalisation des priorités l'acquisition des connaissances. Cette activité joue un collaborant avec eux et en faisant progresser

voir la section IV - Autres points d'intérêt. Pour en savoir plus sur cette activité de programme,

Politiques, recherche des programmes Description des activités

et communications

l'entremise d'une participation publique, en mobilisant nos partenaires et les Canadiens par en œuvre des stratégies et cadres ministériels, en gouvernement du Canada, en élaborant et en mettant humaines et au développement social du principales politiques relatives aux ressources politique stratégique en faisant la promotion des Assure un leadership sur le plan des conseils en

Plans à l'appui du résultat stratégique

Politiques, recherche et communications

un avantage sur le plan des connaissances Plan: Fournir des conseils stratégiques et produire des recherches en politiques pour procurer au Canada

- des compétences et formation), et de l'efficacité (mobilité et information sur le marché du travail); (croissance de la participation des Canadiens et des immigrants), de la qualité (éducation, développement Fournir des conseils stratégiques pour remédier aux problèmes du marché du travail sur le plan de la quantité
- Elaborer des politiques à l'appui de l'engagement du gouvernement, c'est-à-dire continuer d'investir dans les familles.

informées et une prise de décisions éclairées Plan: Faire avancer l'acquisition et la gestion des connaissances pour appuyer l'élaboration de politiques

- l'évaluation et les indicateurs; Continuer de renforcer les fonctions d'acquisition de connaissances, c'est-à-dire les données, les recherches,
- la préservation, le partage et l'utilisation des connaissances. Perfectionner des stratégies de gestion du savoir pour atteindre l'excellence dans la création, la récupération,

aux familles et aux personnes âgées Plan: Fournir des conseils stratégiques et produire des recherches en politiques relativement aux enfants,

- Contribuer à l'élaboration continue de politiques à l'égard de mesures de soutien pour les travailleurs pauvres.
- les conditions propices à leur réussite. • Continuer à examiner les pressions et défis importants auxquels font face les familles canadiennes afin de créer
- Poursuivre l'élaboration de politiques relatives aux enfants et aux familles.
- les personnes qui cherchent à se sortir du cycle de la pauvreté et de l'itinérance. Elaborer des politiques à l'appui de l'engagement du gouvernement à continuer d'investir dans les familles et à aider

du gouvernement du Canada Plan: Sensibiliser davantage les Canadiens aux programmes et politiques de RHDSC à l'appui des priorités

- Exécution de mesures visant à accroître la sensibilisation à l'égard des éléments suivants :
- Investissements stratégiques dans le développement de la petite enfance et les services de garde;
- Programmes faisant en sorte que les personnes âgées, les personnes handicapées, les sans-abri et les autres - Elaboration d'une main-d'œuvre qualifiée et distribution accrue d'information sur le marché du travail;
- Canadiens se heurtant à des obstacles aient l'aide et l'information dont ils ont besoin pour gérer leur bien-être;
- Programmes visant à accroître l'accès aux études postsecondaires.

stratégiques meilleures, innovatrices et complémentaires Canadiens grâce à la participation du public et à d'autres activités de manière à avoir des initiatives Plan: Accroître l'engagement et la collaboration avec les provinces, les territoires, les partenaires et les

- ministères et organismes centraux en élaborant un cadre de relations entre les intervenants, notamment des principes; • Renforcer les relations horizontales avec les gouvernements provinciaux et territoriaux, les intervenants, et les autres
- dans l'élaboration de programmes et de politiques; • Continuer d'envisager la réalisation de nouvelles recherches et de nouveaux résultats de consultations des intervenants
- de données des intervenants à cette fin. Établir un réseau de relations entre les intervenants du Ministère pour communiquer l'information et créer une base

A. Politiques, recherche et communications

La base de preuves formée par ce travail informe les travaux stratégiques à long terme du Ministère (comme les cadres stratégiques et la planification stratégique à moyen terme) et facilite ainsi l'intégration des politiques sociales et des politiques de l'apprentissage et du marché du travail.

À ces fins, le Ministère s'engage à faire de RHDSC un centre d'excellence en politiques et programmes intégrés de développement social et de ressources humaines. Il y aura deux grandes innovations dans ce domaine : un cadre stratégique intégré et un processus continu de planification stratégique à moyen terme. RHDSC s'engage à améliorer le bien-être des Canadiens en collaborant avec les autres ministères fédéraux et les provinces et territoires pour ministères fédéraux et les provinces et territoires pour Ministère des politiques horizontales favorisant l'avancement du bien-être des Canadiens. Le l'avancement du bien-être des Canadiens. Le l'expérience d'autres pays et adapter leurs pratiques l'expérience d'autres pays et adapter leurs pratiques optimales au Canada.

PHDSC s'engage aussi à sensibiliser davantage les Canadiens à son rôle de soutien des priorités sociales et économiques du gouvernement du Canada et à devenir un centre d'excellence en mattière de programmes et de services axés aur les citoyens. À cette fin, le Ministère élaborera des stratégies de communications pour mettre en valeur des programmes et des politiques à l'appui des programmes et des politiques à l'appui des des mécanismes pour veiller à tenir compte de l'opinion des intervenants et de l'opinion des de l'opinion des lintervenants et de l'opinion publique dans l'élaboration de programmes et de politiques.

Les fonctions de politiques, de recherche et de communications à RHDSC contribuent aux politiques et aux programmes qui aident à créer des possibilités et des choix pour les gens afin qu'ils réalisent toutes leurs possibilités dans la société et sur le marché du travail. Les composantes de recherche et d'évaluation de Politique stratégique permettent de définir les tendances, les pressions et les détails des définir les tendances, les pressions et les détails des définir les tendances, les pressions et les détails des définir les tendances, les pressions et les détails des définir les tendances, c'est-à-dire :

- élaborer une base de connaissances complète pour informer l'élaboration de politiques et la conception de programmes;
- s'échanger des connaissances sur les ressources humaines et le développement social avec d'autres gouvernements et intervenants pour appuyer leur prise de décisions;
- gérer un portefeuille d'enquêtes nationales clés sur les ressources humaines et le développement social pour suivre et mieux comprendre l'évolution des réalités et des besoins des Canadiens, y compris des facteurs qui influent sur leur vie et leur bienêtre;
- commander des recherches stratégiques pour cerner les facteurs qui contribuent à une économie forte et concurrentielle et qui influent sur les Canadiens;
- surveiller et projeter les conditions de l'offre et de la demande de main-d'œuvre par profession et secteur grâce au Système de projections des professions du Canada.

Cette activité consiste également à élaborer et à mettre en œuvre des indicateurs visant à renforcer notre capacité de suivre les dimensions du bien-être au Canada en matière de ressources humaines et de développement social et d'en faire rapport. L'imputabilité du Ministère envers les Canadiens en est également bonifiée.

Section II Activités de programme par résultat stratégique

Politiques et programmes qui répondent aux besoins des Canadiens en matière de capital humain et de développement social et de développement social

(auns)

Bulletin de Ressources humaines et Développement social Canada

-2009	-0007	an	all	α
0000	0000	OP.	~1	4:J

langues officiell	Indicateurs des ressources humaines et des	Gestion ministérielle
	venne mobile des niveaux historiques d'admissibilité contributive sidon d'importance des règles d'admissibilité (1998) aux plus récentes pardition selon le sexe. Ces chiffres seront recalculés chaque année apportés aux exigements d'une snnée à l'autre s'expliqueraient apportés aux exigences légisiatives en matière d'admissibilité, la apportés aux exigences légisiatives en matière d'admissibilité, la conjoncture économique, les conditions d'emploi	pour les années allant de la dernière modific données accessibles (2005), d'après une ré lorsque les nouvelles données deviennent a par divers facteurs, dont des changements
	elles on à démarrer une entreprise.	à améliorer leurs compétences professionn
	ions » qui aident les clients à acquérir de l'expérience de travail,	
	programme d'emploi désignent les clients à l'égard desquels on a fermé un plan ntion.	
		qui leur convient le plus rapidement possib
	tions d'emploi et des mesures de soutien (PEMS) ordinaires, de clients u volet jeunesse et de clients du programme du Fonds d'intégration	
		avoir participė à l'initiative Emplois d'été Ca retournés aux études après avoir participė i Les clients qui terminent leur intervention de ou ouvert un plan d'action ayant produit le d'action parce qu'ils ont quitté une interver
% 08	s services fournis.	atisfaction des clients à l'égard des
11	ons offerts dans des langues autres que le français étrangères).	ombre total de dépliants/publicatio l'anglais (langues autochtones et d

Service au public	Hésultats réels à venir
Langue de travail	Hésultats réels à venir
Plaintes en matière de langues	
Représentation des femmes	% 7'69
Représentation des personnes	% / 'E
Représentation des Autochton	% L'8
Représentation des membres	% t ′6
Équité en matière d'emploi	

des qualifications professionnelles, de l'admissibilité et de la zone de recrutement géographique. désignés dans lequel l'employeur est fondé à recruter son personnel. Ce bassin de main-d'œuvre externe tient compte des groupes désignés dans l'effectif de l'employeur et le bassin de main-d'œuvre externe des membres des groupes les données du Recensement de 2001. Il s'agit d'une comparaison entre la représentation interne des membres ⁸ Le taux de DPA est l'estimation de la disponibilité au sein de la population active externe et il est fondé sur

Bulletin de Ressources humaines et Développement social Canada (snite)

70 30	about the series of tales at 1 & affect trave and based on appropriate
% 86	Accessibilité des services Internet de Service Canada (renseignements et opérations) 24 heures sur 24 et 7 jours sur 7.
% 08	Pourcentage des appels spécialisés auxquels un agent a répondu dans les 180 secondes.
% 98	Pourcentage des appels généraux auxquels un agent a répondu dans les 18 secondes (1 800 O-Canada).
% 96	Taux d'accès aux services d'information téléphoniques automatisés (pas de tonalité d'occupation).
ga papaga kan iku mata ki manaka itu kanani kik. Kan mata mata mata mata mata mata mata ma	Service Canada
	Amélioration des résultats pour les Canadiens grâce à l'excellence du service
	Indicateurs de service
% 001 (səldizzimbs zəllims? zəb)	Pourcentage des familles qui reçoivent la Prestation universelle pour la garde d'enfants pour leurs enfants de moins de six ans.
	Enfants et familles
% 99	Pourcentage de tous les investissements de la Stratégie des partenariats de lutte contre l'itinérance destinés aux services de logement stable à long terme et aux services connexes.
\$ 09'1	Montant investi dans les collectivités par des partenaires externes (groupes sans but lucratif, organismes du secteur privé et autres ministères) pour chaque dollar investi par l'Initiative des partenariats de lutte contre l'Itinérance.
Cible de 2008-2009	
and the street of the street o	Fodement et asua-spu

% 96	Exactifude des versements de prestations d'assurance-emploi.
% 06	Pourcentage des NAS délivrés au moyen de processus accélérés (Accès rapide au NAS, service d'enregistrement des nouveau-nés en Ontario et en CB., et service de demande par téléphone au Nouveau-Brunswick).
% 98	Pourcentage des paiements de la Subvention incitative aux apprentis versés dans les 28 jours suivant le dépôt de la demande.
% 06	Pourcentage des avis de paiement ou de non-paiement des prestations de base de la SV délivrés dans le premier mois du droit à ces prestations.
% 98	Pourcentage des avis de paiement ou de non-paiement des prestations de retraite du RPC délivrés dans le premier mois du droit à pension.
% 08	Pourcentage des avis de paiement ou de non-paiement des prestations d'AE délivrés dans les 28 jours suivant le dépôt de la demande.
% 08	Pourcentage des avis produits dans les sept jours suivant la réception des demandes.
% 96	Pourcentage des Canadiens ayant accès à un point de service de Service Canada dans un rayon de 50 kilomètres de leur lieu de résidence.
% 86	Accessibilité des services Internet de Service Canada (renseignements et opérations) 24 heures sur 24 et 7 jours sur 7.
% 08	Pourcentage des appels spécialisés auxquels un agent a répondu dans les 180 secondes.
% 98	Pourcentage des appels généraux auxquels un agent a répondu dans les 18 secondes (1 800 O-Canada).
% 96	Taux d'accès aux services d'information téléphoniques automatisés (pas de tonalité d'occupation).

Cible de 2008-2009	
	(2) tantan
29 milliards de dollars d'ici le 31 mars 2009	Nontant (\$) des actifs investis dans des régimes enregistrés d'épargne-études (REEE) u cours d'un exercice donné.
% 98	Degré de satisfaction des étudiants à l'égard de l'expérience qu'ils ont vécue dans le cadre
	e l'Initiative de mobilité académique.
ération,	Milieux de travail sécuritaires, sains, équitables, stables et productifs, où règne la coop
-	t normes internationales du travail efficaces
	liever
% 06	Pourcentage des différends liés à des négociations collectives réglés en vertu de la partie l Relations du travail) du Code canadien du travail sans arrêt de travail.
% 97	Pourcentage des plaintes de congédiement injustifié réglées par des inspecteurs partie III du Code canadien du travail).
IAIT əl əriubəA	
de 10 % sur cinq ans	e blessures et de maladies avec perte de temps, y compris les décès, au sein des industries slevant de la compétence fédérale d'une année à l'autre.
(d'ici 2008–2009) dans les industries	אופאמיוני מה ומ הסווול המחומה ובמפומה מ מונו מווונים מו ממנוניי
à risque élevé où le Ministère cible des	
interventions proactive	
% 94	ourcentage des sommes recueillies par rapport au montant à verser relativement des plaintes visées par la partie III (Normes du travail) du Code canadien du travail 1 l'exclusion des plaintes pour congédiement injustifié).
% 06	estisfaction des clients à l'égard de la qualité des données de la Direction de l'information

s familles et des collectivités	qe
vélioration de la sécurité du revenu, accès aux possibilités et mieux-être des personnes,	mA

btenu un soutien pour promouvoir la participation des enfants et des familles, des personnes andicapées ou d'autres populations vulnérables.	
lombre de nouveaux projets ou initiatives communautaires de développement social qui ont	Spiong 08
u qui y sont admissibles.	63 % (femmes)
OPP des cotisants au RPC qui sont couverts par les prestations d'invalidité du RPC	tə (səmməd) % 07

Bulletin de Ressources humaines et Développement social Canada

Indicateurs de programme

des milieux de travail compétitifs et l'accès à l'apprentissage Productivité et participation canadiennes accrues par des marchés du travail efficients et inclusits,

Marché du travail

Cible de 2008-2009

Pourcentage des enfants âgés de moins de 18 ans au cours de l'année civile actuelle qui ont déjà reçu une incitation canadienne à l'épargne-études (par exemple, un Bon d'études canadien ou une Subvention canadienne pour l'épargne-études).	37 % d'ici le 31 décembre 2008
Pourcentage des prêts consolidés au cours de l'année de prêt 2005–2006 qui était en souffrance à la fin de l'année de prêt 2007–2008 (prêts directs seulement).	% 81
Satisfaction des clients à l'égard de la qualité générale des services fournis par le Programme canadien de prêts aux étudiants.	% 94
Apprentissage	And and the second second second second
Nombre d'employés, d'employeurs et d'organismes partenaires qui participent à des initiatives innovatrices en matière de compétences en milieu de travail.	00008
Proportion d'immigrants spécialisés occupant des professions ciblées par des interventions systémiques de reconnaissance des titres de compétences étrangers.	% 99
Augmentation du nombre de gens de métier qui sont tout à fait mobiles au Canada grâce à un certificat du Sceau rouge.	00071
Pourcentage des conseils sectoriels qui atteignent ou dépassent le niveau de rendement attendu.	% 06
Compétences en milieu de travail	
Nombre d'apprentis ayant reçu des prestations prévues par la partie I ou II de la Loi sur l'AE (Développement).	00069-00089
Nombre de clients participant à des programmes de développement des compétences; et proportion du nombre total de clients participant à des programmes axés sur l'acquisition d'expérience de travail, l'amélioration des compétences professionnelles ou le démarrage d'une entreprise (Développement).	80008 - 00008 Froportion : 65 % & 70 %
Nombre de clients qui obtiennent un emploi ou retournent aux études par suite de leur participation à des programmes de prestations axés sur l'acquisition d'expérience de travail, l'amélioration des compétences professionnelles ou le démarrage d'une entreprise (Développement [†]).	0000811
Proportion du nombre total de clients d'Apte au travail/Recherche d'emploi qui terminent leur intervention de programme d'emploi e.	
Nombre de clients qui obtiennent un emploi ou retournent aux études par suite de leur participation à des programmes de soutien visant à favoriser leur accession au marché du travail ou leur retour aux études (Apte au travail/Recherche d'emploi ^d).	87 000-95 000 Proportion : 55 % à 60 %
Nombre de clients employés et/ou retournés aux études ^a à la suite d'une intervention de programme d'emploi et en proportion du nombre total de clients qui terminent leur intervention de programme d'emploi ^b (Clients employés/retournés aux études).	207 000 - 227 000° Proportion : 55 % à 60 %

mation sur l'efficacité des programmes de RHDSC. programmes sont une autre source importante d'inforcadre de mesure du rendement. Des évaluations des teurs de rendement ne sont qu'une partie de tout un tégiques. En fait, le Ministère reconnaît que les indicamais non suffisante, pour améliorer les résultats stradevrait être interprété comme une condition nécessaire, Le changement positif des indicateurs de programme

le rendement à partir des résultats. et créera des indicateurs composés pour mesurer de nouveaux dans les domaines où il en existe peu des indicateurs de rendement actuels, en créera améliorations. Service Canada continuera de s'inspirer résultats positifs et les domaines qui nécessitent des normes de service établies, en présentant à la fois les Canadiens comment ce rendement se compare aux Le bulletin annuel de Service Canada fait savoir aux et d'autres ministères et organismes gouvernementaux. de services aux Canadiens pour le compte de RHDSC à l'opportunité et à la quantité associées à la prestation de service et d'autres mesures ayant trait à la qualité, de son rendement. Ce bulletin comprend les indicateurs bulletin de rendement standard pour rendre compte Indicateurs de service Canada a créé un

leiristériel Imputabilité à l'égard du rendement

de ces objectifs. contribuent de façon importante à la réalisation nants et les partenaires, ainsi que chaque Canadien, d'autres ministères fédéraux, les principaux interveà leur réalisation. D'autres paliers de gouvernement, de RHDSC, le Ministère n'est pas le seul à contribuer demeurent à l'intérieur de la sphère d'influence savoir que, même si les résultats stratégiques cherche à obtenir à moyen et à long terme. Il faut représentent les résultats ultimes que le Ministère Les indicateurs de résultats stratégiques

Les indicateurs de programme sont liés directement

sur le rendement. rendre des comptes dans le Rapport ministériel fondement du bulletin que le Ministère utilise pour la responsabilisation. Ces indicateurs sont le mesures ministérielles, de le définir et d'y appliquer un moyen qui permet de reconnaître le résultat des stratégiques, les indicateurs de programme sont d'un programme. Différents des indicateurs de résultats ainsi que des mesures de l'incidence ou des résultats des clients, l'accès aux programmes et leur portée, tionnelle, être liés aux résultats et inclure la satisfaction cateurs de programme peuvent être de nature opérale Ministère exerce un contrôle considérable. Les indi-La plupart d'entre eux sont des mesures sur lesquelles les programmes du Ministère et le suivi des résultats. facilitent l'établissement d'objectifs ou de cibles pour aux programmes qu'offre le Ministère. Ces indicateurs

rendu le Ministère dans l'atteinte de ces résultats. l'information qui leur permet de déterminer où en est Ce cadre offre au Parlement et aux Canadiens de de rendement claires et de surveiller ses progrès.

et les indicateurs de programme. d'indicateurs : les indicateurs de résultat stratégique illustré au diagramme 1 ci-dessous, établit deux types Le Cadre de mesure du rendement du Ministère,

du rendement Cadre de mesure

environnement opérationnel, de définir des attentes du rendement qui lui permet de comprendre son parvenir, le Ministère a établi un Cadre de mesure à présenter des rapports sur ses progrès. Pour y à effectuer une gestion axée sur les résultats et RHDSC est déterminé à mesurer son rendement,

этте	Indicateurs de la prestation de service	emarsteurs de programme								
rme A court terme	ebensO	Politiques, recherche et sommunications	Logement et sans-abri	fə stnsin∃ eəllimst	tnəməsətizəvni sioos	Travail	-nərqqA tissage	-àqmoO ne seonet ab ueilim travail	Marché du travail	Activités de
		seupigeirats stratégura de résultats stratégiques								
Long à moyen han	Amélioration des résultats pour les Canadiens grâce à l'excellence du service	et programmes qui répondent sus besoins	Amélioration de la sécurité du revenu, accès aux posaibilités et mieux-étre des personnes, des familles et des collectivités			Milleux de travail Mileux de travail más seinte; sécuntaines, stables et productifs, où régne la coopé-tration, et nomes internationales du travail efficaces	Productivité et participation canadiannes accrues par des marchés du travail efficients et inclusifs, des milleux de travail compétitifs et l'accès à l'apprentissage			
ar Te	1986 of \$450		Addison to the second	sleut	xetroo eruetex	soibril			23	
À long terme	xiodo er			sanneibsi		VisiV soncurrentiel oient productiv				
	anda Sylvestania witangiatana anasa	ad Saldi ad algunya dibi pi	нрес	A eb Ine	du rendem	qe mesnre	Sadre	ne 1	- Diagrami	

Tableau sommaire Priorités ministérielles de 2008-2009

- səsuədəp səp du rendement pour répondre aux besoins du Système de gestion • Démontrer les résultats au moyen de nouvelles stratégies de mesure
- répondre au groupe d'experts sur les subventions et les contributions Rationaliser la gestion des subventions et des contributions et
- qes comptes • Aider la sous-ministre à s'acquitter de son rôle d'administratrice
- administratif imposé aux contribuables • Réduire la paperasserie pour les employeurs et atténuer le fardeau
- Améliorer les processus d'investissement en TI et de planification de la TI
- reconnaît les besoins de RH actuels et futurs du Ministère. au moyen d'un processus de collaboration et de partenariat qui • Accroître l'intégration des facteurs de RH à la planification opérationnelle Gestion des ressources
- de compétences et recruter des cadres intermédiaires et supérieurs. Favoriser le recrutement postsecondaire pour remédier aux pénuries
- un effectif qualifié et compétent. dans le cadre d'une stratégie de maintien en poste pour conserver Mettre en œuvre des activités de perfectionnement des employés
- l'effectif du Ministère, et respecter l'engagement envers l'excellence les investissements nécessaires en formation et en élaboration de • Elaborer une politique d'apprentissage organisationnelle pour orienter
- des ressources humaines. des processus pour soutenir la gestion moderne et efficace • Accroître le recours à l'infrastructure technologique et la transformation
- et d'équité d'emploi. • Répondre aux exigences en matière de langues officielles

responsabilisation Gérance et

humaines

de gestion Priorités en matière

d'Agriculture Canada). (p. ex., en adoptant l'outil de dotation rapide lera en collaboration avec les autres ministères terme qui concordent avec le projet de PGI et travail-Ministère proposera également des solutions à court système d'information sur la gestion des RH. Le giciel de gestion intégrée (PGI), qui remplacera l'actuel D'ailleurs, il définira les paramètres d'un projet de prol'amélioration des services de Ressources humaines. sont offertes et s'en servir comme outils essentiels à Le Ministère entend tirer parti des techniques qui lui

de perfectionnement des futurs cadres. nant davantage et en mettant en œuvre un programme dynamique de planification de la relève en perfectionplan de recrutement des cadres et une approche sa capacité de leadership en mettant en œuvre un l'ensemble des cadres supérieurs. RHDS renforcera intégré à l'accord sur la gestion du rendement de d'obtention de ces résultats. Cet indicateur révisé sera bilités sur le plan des résultats obtenus et des moyens naires de s'acquitter de l'ensemble de leurs responsade la fonction publique pour permettre aux fonction-

Tableau sommaire

Priorités ministérielles de 2008-2009

Acquérir l'avantage

du savoir

aux programmes

aux politiques et

Priorités relatives

- de la main-d'œuvre • Mettre en œuvre une nouvelle architecture de formation
- Améliorer la régie et la gestion du Compte d'assurance-emploi
- qu'il offre aux industries traditionnelles Gérer les défis que pose le marché du travail et les possibilités
- à l'étranger et faciliter l'arrivée de travailleurs étrangers temporaires Favoriser l'intégration au marché du travail de travailleurs formés
- Aider les Autochtones à acquérir des compétences et de la formation Réduire les obstacles à la mobilité
- dans le domaine du travail Mégocier et mettre en œuvre des accords de coopération
- Moderniser l'aide financière fédérale aux étudiants
- et les personnes qui veulent s'affranchir de la pauvreté Elaborer des politiques pour investir dans les familles
- canadien pour l'épargne-invalidité et le Fonds d'accessibilité comme la Subvention canadienne pour l'épargne-invalidité, le Bon handicapées grâce à l'élaboration et à la mise en œuvre d'initiatives S'attaquer aux problèmes auxquels font face les personnes
- les programmes qui favorisent l'autosuffisance • Créer des logements-services et transitoires et améliorer
- des immobilisations du programme Nouveaux Horizons pour les aînés envers les aînés et à la mise en œuvre de la composante de l'expansion une attention particulière au problème de la violence et de la négligence Aborder les questions relatives aux personnes âgées, en accordant
- de protection des salariés • Protéger l'emploi des réservistes et mettre en œuvre le Programme
- dans la langue officielle de leur choix • Mettre l'accent sur la prestation de services axés sur les citoyens
- des senices • Assurer une meilleure gestion des coûts tout en rehaussant la qualité
- la prestation des services Simplifier, normaliser et automatiser les processus pour transformer
- d'information sécurisée Investir dans la gestion des risques et la communication
- Améliorer l'aide financière aux étudiants

Canadiens vulnérables

Appuyer les enfants,

les familles et les

aux Canadiens de service optimal Offrir un niveau

Le Ministère mettra en œuvre un plan d'action conçu pour améliorer la rapidité des services essentiels relatifs à la rémunération et aux avantages sociaux, à la classification et à la dotation, Il procédera notamment à la simplification des procédures internes et à un usage acru des infrastructures électroniques.

Pour se conformer à la Loi sur les langues officielles, le Ministère mettra en œuvre un nouveau programme ministèriel de formation sur les langues officielles pour aider les employés à atteindre le niveau de compétence linguistique dont ils ont besoin pour occuper leur poste et saisir des possibilités d'avancement professionnel. RHDSC continuera de cibler le recrutement postsecondaire afin de renouveler son effectif et d'accroître ell attention qu'il accorde à la planification de la relève et au recrutement de candidats aux postes de cadres et au recrutement de candidats aux postes de cadres intermédiaires et supérieurs.

La gestion du rendement est essentielle au succès de l'organisation. L'importance de la rétroaction entre les gestionnaires et les employés sera mise en évidence. Nous visons un taux de diplómation de 100 % dans les programmes d'apprentissage. Pour soutenir ces et programmes d'apprentissage. Pour soutenir ces efforts, nous élaborerons une politique d'apprentissage détaillée qui permettra d'orienter les investissements nécessaires en formation et en perfectionnement de l'effectif du Ministère.

La viabilité de l'effectif exige également que nous comprenions davantage les perspectives et les obstacles intergénérationnels. La compréhension et la mise en œuvre de caractéristiques d'un milieu de travail de choix améliorera la capacité du Ministère d'attirer et de garder des employés hautement d'attirer et de garder des employés hautement qualifiés et motivés.

À titre de composante du cadre de gestion du capital humain, PHDSC s'engage à procéder à un renouvellement organisationnel et à mettre en œuvre un maximum de mesures de souplesse en vertu de la Loi sur la modernisation de la fonction publique, comme l'expansion de la délégation des pouvoirs de ressources humaines, de nouvelles politiques ministérielles, et la planification intégrée pour faire en sorte que les gestionnaires bénéficient d'un bon appui. Une autre caractéristique essentielle à l'appui de ce renouvellement organisationnel consiste à mettre en place une infrastructure qui soutiendra mettre en place une infrastructure qui soutiendra l'optimisation du concept organisationnel, de la l'automatisation des processus.

L'acquisition de leadership se fera surtout par le soutien et l'amélioration des compétences en leadership

De plus, le Ministère continue d'explorer l'environnement de PH actuel et nouveau afin de mieux comprendre les possibilités à exploiter et les obstacles au bon recrutement. À l'aide d'une analyse des forces et des faiblesses du Ministère sur le plan de la démographie de l'effectif et d'une compréhension de la dynamique du marché du travail d'aujourd'hui, le Ministère sera en mesure de définir des mesures du rendement qui permettront l'établissement de seuils comparatifs et l'évaluation des progrès en gestion des ressources humaines au fil du temps.

Priorités pour 2008-2009

et l'apprentissage et le perfectionnement. le maintien en poste, le renouvellement organisationnel, intégrée des ressources humaines, le recrutement et également constitué de quatre éléments : la planification d'un effectif dynamique et diversifié. Ce cadre sera gestion du capital humain, essentiel à la bonne gestion habilitante, le Ministère établira un cadre pluriannuel de le perfectionnement des employés et l'infrastructure c'est-à-dire la planification intégrée, le recrutement, quatre piliers du renouvellement de la fonction publique, un service de qualité à l'avenir. En s'appuyant sur les d'administrer des programmes bien gérés et d'offrir la capacité du Ministère d'élaborer des politiques et et au perfectionnement de l'effectif, qui maintiendront essentielle au recrutement, au maintien en poste La gestion des ressources humaines (RH) est

Étant donné le contexte de gestion des PH décrit précédemment, RHDSC renforcers as capacité d'intégrer les ressources humaines et la planification opérationnelle. Les facteurs ressources humaines seront pleinement intégrés au processus de planification des activités du Ministère, puisque nous chercherons à attirer et à garder un effectif compétent et efficace capable d'atteindre les objectifs du Ministère.

Les activités de recrutement cibleront les principaux domaines où il existe une pénurie de compétences, notamment les employés ayant des connaissances en élaboration de politiques, en gestion de programme et en prestation de services. Les fonctions habilitantes comme les finances, la gestion des ressources humaines et les communications feront également l'objet des activités de recrutement et de maintien en poste. Une atratégies visant à accordée à l'élaboration de stratégies visant à accordée à l'élaboration de personnes handicapées et d'Autochtones dans tous personnes handicapées et d'Autochtones dans tous les niveaux de l'organisation.

au sens de la Loi sur l'équité en matière d'emploi. le Ministère pour attirer et retenir les groupes désignés aussi nécessaire l'adoption de stratégies rapides par

Risque associé

besoins. services responsables qui sont adaptés à leurs des Canadiens en matière de programmes et de efficacement son mandat et répondre aux attentes qualifié et bien informé dont il a besoin pour remplir le leadership durable et mettre en place l'effectif Le risque que le Ministère ne puisse assurer

de transformation. des charges de travail à l'appui des initiatives au chapitre des RH pour faire face à la fluctuation de son succès est d'assurer la souplesse nécessaire de services aux Canadiens. L'une des conditions est un organisme qui se veut un guichet unique des gestionnaires et des employés. Service Canada demeure un autre problème de RH du point de vue élevé, en particulier au sein des groupes déficitaires, les employés et atteindre l'excellence. Le roulement en leadership et en gestion voulues pour mobiliser rend nécessaire le développement des compétences de bien des dirigeants au cours des années à venir programmes et des services. Le départ à la retraite d'atteindre l'excellence au niveau des politiques, des tences dans des secteurs clés qui peuvent l'empêcher de leadership et de connaître des pénuries de compéle Ministère fait face au risque de perdre sa capacité Comme d'autres ministères et entreprises canadiennes,

pour renforcer le savoir et la planification de la relève. De plus, le Ministère continue de déployer des efforts les principaux problèmes auxquels fait face son effectif. de gestion des ressources humaines, qui vise à régler de mettre en œuvre son plan triennal d'action et ment de la fonction publique, le Ministère continue à poursuivre l'excellence dans le cadre du renouvelle-En réponse à l'invitation du greffier du Conseil privé

de compétences. de plans d'apprentissage fondés sur les profils d'une main-d'œuvre diversifiée, à l'élaboration saires pour atteindre l'excellence, au recrutement l'établissement des profils des compétences nécesattention et des efforts concertés sont consacrés à de direction et des groupes de relève. En outre, une renforcer le perfectionnement en leadership des cadres diques sur la gestion stratégique des talents afin de de la haute direction tiennent des discussions pério-Pour atténuer encore plus ce risque, des comités

> de gestion au cours des années à venir. de plus en plus exigeants de l'environnement gestion intégré plus efficace qui répondra aux besoins

Gestion - Ressources humaines

Contexte

et gardons les meilleurs. et notre innovation signifient que nous attirons possible où notre culture, notre intégrité, notre respect aux employés le meilleur environnement de travail RHDSC cherchera à devenir une organisation qui offre humaines et de développement social. À cette fin, un centre d'excellence en matière de ressources RHDSC en organisme qui sera reconnu comme cipaux objectifs du Ministère consistera à convertir de qualité au cours des années à venir. L'un des prind'assurer des programmes bien gérés et des services fectionnement de l'effectif qui permettra au Ministère à la mise en place, au maintien en poste et au per-La gestion des ressources humaines est essentielle.

compétente et d'atteindre les objectifs du Ministère. le but de conserver une main-d'œuvre efficace et aux processus de planification des activités, dans objectifs et des difficultés des ressources humaines par le greffier. L'accent sera mis sur l'intégration des de ses activités répond à l'une des priorités définies à intégrer les ressources humaines à la planification publique. L'amélioration de l'aptitude du Ministère de son programme de renouvellement de la fonction greffier du Conseil privé a exposé les grandes priorités Dans son rapport de 2007 au premier ministre, le

pour le Ministère. désignés demeure également une priorité permanente L'amélioration de la représentation des groupes de répondre à ses besoins en ressources humaines. à la retraite permettront difficilement au Ministère et l'augmentation du nombre d'employés admissibles du nombre d'entrants sur le marché du travail sances indispensables pour le Ministère. La diminution des pénuries dans les compétences et les connaisdes tendances du marché du travail qui annoncent prendre des mesures proactives pour tenir compte sante et retient des employés qualifiés. RHDSC doit compétents pour renouveler sa main-d'œuvre vieillis-Le Ministère recrute en permanence des candidats

minorités visibles dans la population active rend tout L'augmentation rapide de la disponibilité des

établie de recherche, de vérification et d'évaluation contribueront à mieux comprendre l'efficacité des programmes et les options d'amélioration continue.

Une caractéristique clé du renouvellement du Système de gestion des dépenses consiste en l'obligation pour les ministères de rendre compte périodiquement des résultats et des réalisations des programmes, et ce, de manière claire et transparente. En 2008–2009, RHDSC poursuivra le renforcement de son cadre de mesure du rendement et de ses indicateurs du rendement en offrant une formation en mesure du rendement dans l'ensemble du Ministère et de Service Canada et en facilitant l'élaboration de cadres de mesure du rendement l'ensemble l'élaboration de cadres de mesure du rendement propres aux programmes.

et contributions. des approches de prestation des subventions ficiaires, et pour accroître l'uniformité et la cohérence doivent porter les intervenants et les organismes bénéet de gestion et réduire le fardeau administratif que triennal pour améliorer les pratiques administratives nuera de mettre en œuvre son plan d'action ministériel tion des subventions et contributions, RHDSC contidu groupe d'experts indépendant pour la modernisa-« d'avant-garde » à appuyer les recommandations Ainsi, comme il s'agit de l'un des rares ministères et l'efficience des programmes soient bien établies. de rapport, tout en veillant à ce que l'efficacité l'obligation redditionnelle et les exigences en matière des subventions et des contributions en équilibrant Le Ministère poursuivra la rationalisation de la gestion

En outre, le Ministère continuera de mettre en œuvre des mesures procurant des économies en s'attardant davantage à l'intégrité des programmes et à la réduction du niveau de complexité associé à l'accès aux programmes et aux services. Les objectifs clés à cet égard consistent à réduire encore plus la paperasserie pour les employeurs et à atténuer le fardeau administratif imposé aux contribuables, sans compromettre l'intégrité des programmes.

PHDSC travaille à l'établissement d'une stratégie globale de gestion de l'information qui complétera la politique récemment adoptée par le Conseil du Trésor au moyen d'outils, de pratiques exemplaires et d'une formation axée sur la sensibilisation.

Par ailleurs, on entreprendra de remplacer le Système de gestion ministériel vieillissant par un progiciel de

des années à venir, le Ministère doit gérer d'importants investissements infrastructurels, y compris le remplacement de ses systèmes de gestion ministériels.

Conformément aux efforts que déploie le gouvernement pour renouveler l'actuel Système de gestion des dépenses, le Ministère recherchers des gains d'efficience qui cadrent avec les priorités gouvernementales et fera rapport du rendement et des résultats des programmes. De plus, la mise en œuvre de la nouvelle Politique aur la vérification interne et l'élaboration d'une nouvelle Politique d'évaluation exerceront de nouvelles pressions aur le plan de l'administration, de l'élaboration et de l'inputabilité des programmes.

investissements en matière de transformation. à l'appui de l'accès à des fonds pour d'importants qui comprend notamment un solide argumentaire un processus d'investissement plus rigoureux, d'immobilisations à long terme et de mettre en œuvre En outre, le Ministère a entrepris d'élaborer un plan utilisée d'une activité à l'autre soit cohérente et uniforme. et le Programme du travail de façon à ce que l'approche de gestion qui concernent RHDSC, Service Canada et une orientation stratégiques pour les questions de la haute direction chargé d'offrir une surveillance En novembre 2007, on a créé un comité « portefeuille » son rôle d'administratrice des comptes du Ministère. térielles et aideront la sous-ministre à s'acquitter de renforceront la gérance globale des ressources miniset l'infrastructure des directions générales de soutien du poste d'agent principal des finances de RHDSC de ses ressources financières. La mise en œuvre AHDSC continuera de renforcer la gérance

Priorités pour 2008-2009

En 2008–2009, la capacité de gérance financière du Ministère sera encore renforcée, l'objectif étant d'établir la fondation voulue pour aider la sous-ministre à s'acquitter de son rôle d'administratrice des comptes. De plus, le Ministère continuera de travailler à la mise en œuvre intégrale de la Politique sur la vérification interne du SCT d'ici le 1^{er} avril 2009, y compris la création d'un comité de vérification externe indépendant.

Des fonctions poussées de recherche et de gestion du savoir et de vastes sources de compétences en matière de ressources humaines et de développement social continueront d'appuyer l'élaboration de programmes plus efficaces et plus efficients. Les efforts grammes plus efficaces et plus efficients, Les efforts menés pour renforcer davantage la capacité déjà

continue de l'argent des contribuables. manière efficace et efficiente et assurer l'optimisation et les services donnent les résultats escomptés de gestion des dépenses, veiller à ce que les programmes doit servir de cadre aux ministères pour améliorer la

de la gestion. d'action particuliers aux fins de l'amélioration auxquelles les ministères réagissent à l'aide de plans annuelles des ministères pour cibler les faiblesses, gouvernement soit bien géré et utilise des évaluations conditions à réunir pour veiller à ce que le de saine gestion des ministères. Il définit les des ministères. Le CRG établit les attentes en matière Trésor pour suivre et évaluer les priorités de gestion de surveillance pour le Secrétariat du Conseil du responsabilisation de gestion comme mécanisme De plus, le gouvernement utilise le Cadre de

nologie de l'information et ses anciens systèmes. que le réseau de gestion de l'information et de techtion d'un plan d'immobilisations à long terme ainsi objectifs de la diversité pour ses employés, l'élaboraorganisationnel, les progrès à faire pour atteindre les vernance dans un milieu marqué par le changement Les domaines à améliorer sont notamment la goude gestion du rendement des cadres de direction. sationnelle, à la fonction d'évaluation et au processus du changement, en appui à la transformation organià la gestion des ressources humaines et à la gestion RHDSC pour ses travaux dans des domaines liés le Secrétariat du Conseil du Trésor (SCT) a félicité Dans de récentes évaluations fondées sur le CRG,

Risque associé

dans un contexte de transformation. veillance appropriées des ressources financières ministérielle d'exercer une gouvernance et une sur-Le Ministère doit gérer le risque associé à la capacité

et les services, tant internes qu'externes. Au cours l'utilité de ses investissements dans les programmes à l'avenir, et il poursuit ses efforts pour démontrer dans le but de préparer des états financiers vérifiés il cherche à améliorer le cadre de contrôle interne finances pour la surveillance des questions financières, de mettre en œuvre le modèle de l'agent principal des exposées à d'éventuels risques. Le Ministère continue la responsabilisation financières sont continuellement de l'ordre de 87 milliards de dollars, la gérance et législatifs et des subventions et contributions Parce que le Ministère gère des programmes

> tion des méthodes de contrôle. principal, ainsi que grâce à des efforts de modernisaconfiera la responsabilité de ces activités à un agent

et responsabilisation Gestion - Gérance

Contexte

du Cadre de responsabilisation de gestion (CRG). vernement et les évaluations annuelles en fonction -uog ub (GGB) sesnede dépenses (SGD) du goufédérale sur la responsabilité (LFR), le renouvellement Ministère est appelé à fonctionner, notamment la Loi de facteurs influent sur le contexte dans lequel le la gestion, l'actuel cadre législatif et un certain nombre des ressources aux Canadiens. Du point de vue de et à des évaluations qui démontrent l'optimisation mis sur les résultats, ainsi qu'à des vérifications de contrôleur fortifiée, à un accent plus prononcé gérance financière du Ministère grâce à une fonction s'engage à adopter des mesures qui renforcent la SOIT utilisé de façon responsable et efficace. RHDSC Les Canadiens exigent que l'argent des contribuables

de gestion suivantes : comités du Parlement sur les responsabilités as a sa sa su de répondre aux questions des le cadre de la responsabilité ministérielle. Le sousadministrateur des comptes de son ministère, dans prévoyant la désignation du sous-ministre comme Une caractéristique clé de la LFR est la disposition

- règles et méthodes administratives applicables; programmes de celui-ci, en conformité avec les ministère soient affectées de façon à réaliser les • les mesures prises pour que les ressources du
- de mécanismes de contrôle interne efficaces; • les mesures prises pour que le ministère soit doté
- bont l'établissement des comptes publics; • la signature des comptes qui doivent être tenus
- fédérale. conférées sous le régime de la LFR ou d'une loi relatives à l'administration du ministère qui lui sont • l'exercice des autres attributions spécifiques

Système de gestion des dépenses. Ce renouvellement des avantages clés attendus du renouvellement du l'obtention de résultats au profit des Canadiens sont dépenses axées sur les priorités du gouvernement et utilisation possible de l'argent des contribuables. Des des dépenses appuie l'objectif d'assurer la meilleure Le renouvellement du Système de gestion

s'y rattachent. technologique et les applications logicielles qui renouvellement afin de moderniser son infrastructure Service Canada élaborera et exécutera un plan de

utilisée dans la prestation des programmes. de la sécurité et de la confidentialité de l'information partenaires fera en sorte de convaincre les Canadiens des risques et de l'échange d'information avec ses de services. De plus, l'amélioration de la gestion appuyant les processus de paiement et de prestation d'automatiser davantage les systèmes d'information plus efficaces et efficients, Service Canada a entrepris de paiement qu'il offre aux citoyens et les rendre Pour rationaliser les services de traitement et

Priorités pour 2008-2009

aux Canadiens Offrir un niveau de service optimal

de leur choix. et en servant les citoyens dans la langue officielle au centre de ses stratégies de prestation de services liorer le service aux Canadiens en plaçant le citoyen et faciles d'accès. Service Canada s'engage à améet de services faciles à trouver, faciles à gérer, Les Canadiens bénéficient de programmes

utilisée dans la prestation des programmes. de la sécurité et de la confidentialité de l'information naires feront en sorte de convaincre les Canadiens communication d'information sécurisée à ses parteplus, l'amélioration de la gestion des risques et la de l'information et le recours à la technologie. De sera appuyé par de meilleures pratiques de gestion réseau de traitement national et virtuel. Ce travail de services de classe mondiale qui compte sur un afin de se transformer en organisme de prestation simplification continue des processus automatisés, du Canada et de la Sécurité de la vieillesse par la tations d'assurance-emploi, du Régime de pensions de chercher à améliorer la mise en œuvre des presrentabilité des opérations. Service Canada continuera sant la qualité des services offerts et en améliorant la des services aux Canadiens, notamment en rehaus-Service Canada est résolu à améliorer la prestation

à la mise en œuvre d'une réorganisation complète qui des accidentés sera améliorée dans tout le pays grâce et de salaires, de sécurité incendie et d'indemnisation de normes de travail, d'équité en matière d'emploi du travail en matière de sécurité et de santé au travail, Enfin, la prestation des services du Programme

> cette orientation. due 89 % des Canadiens interrogés soutiennent la sensibilisation 2006 de Service Canada, qui indique des Canadiens, si on se fie à l'Enquête initiale sur rurales et éloignées ont également été très prisés pour entrer en relation avec le public des collectivités

facteurs de satisfaction. citoyens semblent également faire partie des principaux innovateurs de communication de l'information aux et la rapidité des service, ainsi que de nouveaux modes Le personnel, la qualité de l'information, l'accessibilité les plus importantes de la qualité des services. la connaissance et à la fiabilité — les composantes attachent une grande importance à la précision, à ment à dispenser de meilleurs services. Les Canadiens en plus exigeantes à l'égard de l'aptitude du gouverne-Les attentes des Canadiens sont également de plus

une priorité. l'amélioration de ces programmes et services demeure laquelle il met en œuvre les programmes et les services, rehaussé la qualité des services et l'efficacité avec Bien que le gouvernement du Canada ait grandement

Risque associé

offerts à l'ensemble des citoyens canadiens. la qualité continue des services de première ligne TI et la capacité de reprise ne suffisent pas à assurer le Ministère doit gérer le risque que l'infrastructure de Joue à l'appui des priorités ministérielles signifie que Le rôle important que la technologie de l'information (T)

à la prestation de services de haut niveau. capacité de répondre aux attentes des clients quant de TI vieillissante du Ministère pourrait nuire à sa tion des canaux et du matériel de TI. L'infrastructure personnels et à caractère délicat, y compris la protectout en assurant la protection des renseignements dans de nombreux canaux de prestation de services, 60 programmes et services gouvernementaux fournit aux Canadiens un accès à plus de avec ses partenaires de service, Service Canada efficiente grâce au recours à la TI. En collaboration ses programmes et ses services de manière plus Le Ministère s'engage à mettre en œuvre

risque éventuel de problèmes associés aux systèmes. de reprise des activités soit suffisante pour atténuer le 71. En outre, le Ministère veillera à ce que la capacité veillera à la gestion efficace des investissements en aligné sur les plans et les priorités stratégiques et Le Ministère mettra la dernière main au plan de TI

aux mauvais traitements envers les aînés. bilisation et le financement pour la sensibilisation et le leadership, le financement pour l'aide à l'immole financement pour la participation communautaire ses objectifs dans le cadre de trois volets distincts: et un mode de vie actif. Le programme accomplit de leur collectivité par leur participation sociale qualité de vie et contribuer à la qualité de vie au sein que les Canadiens âgés puissent jouir d'une bonne tation de fonds à des projets qui aident à faire en sorte Nouveaux Horizons pour les aînés, qui prévoit l'affec-

ou est mis sous séquestre. qui leur sont dus quand leur employeur fait faillite des salariés, qui garantit aux travailleurs les salaires plus, il mettra en œuvre le Programme de protection de prêt d'études pendant leur service militaire. De réservistes étudiants une exemption des paiements de travail sous réglementation fédérale et offrir aux protéger l'emploi des réservistes dans les milieux Le Ministère mettra en œuvre des mesures pour

Prestation de services

Contexte

indiens Canada. Canada et Résolution des questions des pensionnats de RHDSC et d'autres ministères, comme Passeports de petits programmes et services pour le compte le Supplément de revenu garanti, et d'un vaste éventail du Canada et la Sécurité de la vieillesse, qui comprend comme l'assurance-emploi, le Régime de pensions ou des mesures de soutien offertes aux Canadiens, des programmes gouvernementaux volumineux Service Canada s'occupe de la prestation

d'un même point. gouvernementaux intégrés et accessibles à partir continuera à mettre en œuvre l'approche des services Service Canada tient compte de cet état de fait et envers les gouvernements et les fonctions publiques. satisfaction des citoyens et leur degré de confiance tance aux services : leur qualité globale rejaillit sur la des Canadiens. Les Canadiens attachent de l'imporest fortement influencé par les valeurs et les attentes L'environnement des services du Ministère

fonction de leurs besoins. De récents efforts entrepris entre plusieurs modes de prestation de services, en Internet, les Canadiens s'attendent à pouvoir choisir à savoir en personne, au téléphone, par courrier et par aux services grâce à divers modes de prestation, Dans le domaine de l'accès à l'information et

> ou handicapés de leur famille. aux Canadiens qui s'occupent des membres âgés examinera également des façons d'améliorer l'aide qu'ils s'apportent les uns aux autres, le Ministère et multiples des membres des familles dans le soutien Budget de 2007. Compte tenu des rôles importants places en garderie, comme il est énoncé dans le

du Fonds d'accessibilité. pour l'épargne-invalidité, ainsi que l'établissement canadienne pour l'épargne-invalidité et du Bon canadien Régime enregistré d'épargne-invalidité, de la Subvention capées dans le budget de 2007, dont l'élaboration du d'autres engagements pris envers les personnes handisuivra, tout comme les activités de mise en œuvre Loi sur les personnes handicapées du Canada se pourhandicapées du Canada. Le travail d'élaboration d'une de travailler à l'élaboration d'une loi sur les personnes niveau de vie élevé. A cette fin, le Ministère continuera conjoncture économique positive et jouissent d'un à ce que l'ensemble des Canadiens profitent d'une Un objectif clé du gouvernement est de veiller

sur deux ans à l'appui de cet engagement. Quelque 269,6 millions de dollars seront investis laboration entre les deux niveaux de gouvernement. conclure une entente bilatérale pour améliorer la colfédéral offre aux provinces et territoires l'occasion de suffisants. En vertu de cette stratégie, le gouvernement et les services qui aident les sans-abri à devenir autoservices et transitoires et pour améliorer les programmes mettra en place des mesures pour créer des logementsdes partenariats de lutte contre l'itinérance, le Ministère l'itinérance au Canada. Dans le cadre de la Stratégie à l'étude de solutions à long terme au problème de En outre, d'importants efforts seront consacrés

âgées dans les collectivités cariadiennes. la violence et de la négligence envers les personnes mesures pour s'attaquer au problème croissant de dirigera l'élaboration et la mise en œuvre de nouvelles rapide et de plus en plus diversifiée. De plus, le Ministère découlent d'une population vieillissante en croissance âgées, y compris les possibilités et les défis qui au bien-être et à la qualité de vie des personnes des aînés dans tous les dossiers qui se rapportent à appuyer le travail qu'accomplit le Conseil national avec Santé Canada et la secrétaire d'État aux Aînés Au cours de la prochaine année, RHDSC travaillera proportion croissante de la population canadienne. Enfin, les personnes âgées représentent une

à l'exécution d'une version élargie du programme RHDSC continuera de collaborer avec ses partenaires

canadiennes, l'égalité des chances pour les entreprises les droits fondamentaux des travailleurs et assurer confexte des accords de libre-échange, pour protéger de coopération dans le domaine du travail, dans le ciera et mettra en œuvre de robustes accords visant à en réduire la fréquence et la durée. On négorépercussions des arrêts de travail et diverses options à obtenir des conseils éclairés sur les causes et les et du milieu de travail. A cet égard, on cherchera travailleur-employeur et des réalités économiques du travail tiennent compte de l'évolution des relations à faire en sorte que les politiques et les programmes reconnues. Le Programme du travail s'emploiera le respect des normes du travail mondialement de critères internationaux utiles permettant d'améliorer international sont de plus en plus liés à l'élaboration tionale. Les progrès au chapitre du commerce cœur du débat sur l'intégration économique interna-

Appuyer les enfants, les familles et les Canadiens vulnérables

C'est le dynamisme des Canadiens, à l'origine de la forte croissance économique du Canada, qui est la clé de sa prospérité croissante. Le Ministère joue un rôle fondamental en soutenant les Canadiens et leurs familles, surtout les familles vulnérables et les familles qui subissent des contraintes financières et des contraintes de temps. C'est en donnant aux Canadiens les moyens d'agir grâce à des outils et des modalités de soutien efficaces qu'ils pourront et des modalités de soutien efficaces qu'ils pourront et des modalités de soutien efficaces qu'ils pourront et des mealleurs choix pour eux-mêmes et leur famille.

De ce fait, il consacre une part importante de ses ressources à aider les Canadiens à subvenir à leurs besoins et à ceux de leur famille. RHDSC et Service Canada collaborent afin d'offrir un vaste éventail de programmes et de services pour appuyer l'engagement qu'a pris le gouvernement d'investir dans les familles et d'aider les personnes qui cherchent à quitter le gouvernement d'investir dans les familles et d'aider les personnes qui cherchent à quitter le cycle de l'itinérance et de la pauvreté.

Comme les familles sont les unités de base de la société, RHDSC continuera d'investir dans la Prestation universelle pour la garde d'enfants afin d'offrir aux Canadiens des choix en matière de garde d'enfants et d'apporter aux familles une aide financière d'enfants et d'apporter aux familial ou au lieu directe sans égard au revenu familial ou au lieu de résidence. En outre, le gouvernement a décidé de subventionner les provinces et les territoires dans le cadre du transfert social canadien pour créer des le cadre du transfert social canadien pour créer des

ou ailleurs. Il proposera aussi des options pour qu'une nouvelle stratégie d'intégration des Autochtones sur le marché du travail soit mise en œuvre en avril 2009.

Compte tenu des nouvelles réalités découlant de l'évolution du marché du travail, y compris l'éventuelle nécessité d'améliorer la formation et d'accroître le soutien du revenu, le Groupe d'experts sur les travailleurs âgés a été chargé d'examiner de possibles mesures d'aide aux travailleurs âgés. À cette fin, mesures d'aide aux travailleurs âgés. À cette fin, le Ministère répondra au rapport du Groupe d'experts.

Parce qu'on s'attend à une lente croissance de la population active au cours des années à venir, de la population active au cours des années à venir d'œuvre qualifiée de l'industrie en examinant plus avant des façons de faciliter l'intégration au marché du travail de travailleurs formés à l'étranger, de faciliter l'arrivée de travailleurs étrangers temporaires tout l'arrivée de travailleurs étrangers temporaires tout en améliorant la capacité de suivre l'observation des exigences réglementaires, de réduire les obstacles exigences réglementaires, de réduire les obstacles à la mobilité (notamment pour les métiers spécialisés) et d'aider les Autochtones à acquérir les compétences et la formation dont ils ont besoin.

En outre, le Ministère continuera de favoriser l'accès aux études supérieures. À cette fin, il terminera son examen du Programme canadien de prêts aux étudiants (PCPE) et élaborera des propositions visant à améliorer l'aide financière aux étudiants. L'examen a pour objectif de simplifier les instruments du PCPE, de les rendre plus efficaces et d'assurer une administration intégrée et une exécution efficace. Par ailleurs, plusieurs intégrée et une exécution efficace. Par ailleurs, plusieurs détudes évaluent actuellement le rendement de la Fondation canadienne des bourses d'études du millénaire, son efficacité et son succès par rapport à son mandat.

Comme mesure supplémentaire de soutien aux apprenants, le budget de 2007 prévoyait, à compter de 2008–2009, une augmentation du financement accordé aux provinces et aux territoires au titre du Transfert social canadien, afin de rehausser la qualité et d'accroître la compétitivité du système canadien d'enseignement postsecondaire. Le Ministère reconnaît les difficultés qu'éprouvent des parents de partout au pays à payer des études postsecondaires. Il prendra donc des mesures pour mettre en œuvre les améliorations, annoncées par le gouvernement, des régimes enregistrés d'épargne-études pour encourager les parents à épargner.

Par ailleurs, le Ministère appuie le Canada dans le secteur du commerce international. Il est généralement reconnu que des enjeux liés au travail se trouvent au

du marché du travail aux provinces et territoires. faisable de transférer les actuels programmes fédéraux ententes sur le marché du travail; et examiner s'il est provinces et territoires; négocier de nouvelles la partie II de la Loi sur l'assurance-emploi aux travailler au plein transfert des programmes de Ainsi, le Ministère favorise une approche tridimentionnelle: marché du travail destinés à la plupart des Canadiens. et administrer les programmes de formation sur le et les territoires sont les mièux placés pour concevoir vinces et les territoires, qui reconnaît que les provinces tecture de formation de la main-d'œuvre avec les proapproche est la mise en œuvre d'une nouvelle archi-

sur le marché du travail. à s'adapter à l'évolution de la conjoncture et efficiente et d'aider les travailleurs canadiens le régime continue de fonctionner de manière efficace du Compte d'assurance-emploi, en veillant à ce que pris le gouvernement d'améliorer la régie et la gestion En outre, RHDSC appuiera les engagements qu'a

des Canadiens. d'alphabétisation et de compétences essentielles mécanismes de soutien pour rehausser le niveau et d'investir dans l'élaboration d'outils et d'autres des compétences dans les milieux de travail canadiens tinuera d'encourager la formation et le développement alignés sur les besoins de l'économie. RHDSC confaciles d'accès pour les travailleurs canadiens et mieux et le développement des compétences soient plus les territoires et le secteur privé pour que la formation pour les Canadiens en collaborant avec les provinces, Le Ministère appuiera la formation en milieu de travail

de la Stratégie des métiers et de l'apprentissage. sectorielles et en élaborant la prochaine phase compétences d'emploi en soutenant les initiatives la qualité des approches sectorielles ciblées sur les existantes et nouvelles. Il voudra par ailleurs améliorer et à aider les collectivités à tirer parti des possibilités appropriées, notamment dans les secteurs traditionnels, ces industries à élaborer des stratégies d'adaptation d'autres ministères fédéraux et les intervenants de Le Ministère continuera de collaborer de près avec

pectives d'emploi offertes dans le Nord du Canada besoin, donc de leur permettre de tirer parti des persà obtenir les compétences et la formation dont ils ont renforcera les partenariats visant à aider les Autochtones sera également une priorité de RHDSC. Le Ministère L'amélioration des compétences des Autochtones

> des informations et à l'emploi de la technologie. de ses services, grâce à une meilleure gestion le rendement de ses divers modes de prestation et la Sécurité de la vieillesse, ainsi qu'à améliorer l'assurance-emploi, le Régime de pensions du Canada interruption la prestation de services de base comme la clientèle et visant à améliorer et à assurer sans ans e saigéstraté de stratégies axées sur Service Canada travaille aussi à l'élaboration

à la population. de l'imputabilité et de la reddition de comptes de mesure du rendement pour garantir l'efficacité Enfin, RHDS continue d'examiner son cadre

Priorités pour 2008-2009

les plus vulnérables de notre société. aux enfants, aux familles et aux membres à venir, et à mettre en place des mesures d'aide de la croissance économique au cours des années à renforcer l'avantage du savoir qui sera le moteur et à la société. En 2008-2009, le Ministère s'attachera que tous les Canadiens puissent participer à l'économie canadienne demeure compétitive et productive et important à jouer pour veiller à ce que l'économie Dans cette conjoncture complexe, RHDSC a un rôle

Acquérir l'avantage du savoir

renseignements exacts sur le marché du travail. Canadiens un accès en temps opportun à des main-d'œuvre par la mobilité; enfin, il fournira aux ment des compétences; il favorisera l'adaptation de la à un meilleur accès à l'éducation et au développela qualité et la productivité de la main-d'œuvre grâce marché du travail; il continuera de travailler à accroître accrue des Canadiens et des nouveaux immigrants au A cette fin, le Ministère favorisera la participation instruite, la plus qualifiée et la plus souple au monde. Canada à se doter de la main-d'œuvre la mieux sur l'avantage du savoir, qui exprime la volonté du à ce plan par la mise en œuvre de son programme axé économique national à long terme. RHDSC contribue Bâtir une économie forte pour les Canadiens, un plan En 2006, le gouvernement a lancé Avantage Canada:

le Budget de 2007, une caractéristique clé de cette au profit des Canadiens. Comme il est énoncé dans des capacités de chacun pour obtenir des résultats et les intervenants clés, en tirant parti des forces et borer avec les provinces, les territoires, les partenaires objectifs en travaillant seul. Il doit continuer de colla-Le Ministère reconnaît qu'il ne peut atteindre ses

du Ministère à améliorer la mise en œuvre de politiques, de programmes et de services adaptés aux besoins des Canadiens.

Le Ministère est responsable de l'administration et de la prestation d'un large éventail de programmes et de services légaux, qui s'inscrivent dans un mandat très vaste, et doit permettre aux Canadiens d'accéder à toute une gamme de services et de prestations dispensés par le gouvernement. Les attentes du public continuent à augmenter à l'égard de l'amélioration de la responsabilité et de l'efficacité l'amélioration de la responsabilité et de l'efficacité des programmes et des services. Elles supposent un dialogue, des consultations et des relations efficaces.

Le rôle des programmes de subventions et de contributions du Ministère est important pour qu'il atteigne ses objectifs. À la suite du rapport du groupe d'experts et des résultats d'autres modalités d'examen, les efforts se poursuivent pour définir un modèle optimal qui servirait à créer une méthode moderne, cohérente, dotée d'objectifs stratégiques pour évaluer, gérer et atténuer, à l'échelle du Ministère, les risques des programmes de subventions et de contributions, sans programmes de subventions et de contributions, sans nuire à l'efficacité, ni à la responsabilité de la gérance des programmes.

des Canadiens. des politiques efficaces et à répondre aux attentes nuire à l'aptitude du Ministère à mettre en œuvre résultats et la responsabilité des programmes, pourrait de la circulation de l'information pour promouvoir les territoires, ainsi que l'intervention constante au service La capacité de l'infrastructure des provinces et des domaines prioritaires qui relèvent des politiques sociales. velles ententes sur le marché du travail et les autres la formation et l'éducation postsecondaires, les noufédéral auprès des provinces et des territoires dans de la nouvelle approche qu'adopte le gouvernement avec les provinces et les territoires subiront l'influence relatifs aux activités du Ministère. Les relations de RHDS tion des programmes et de prestation des services les fonctions d'élaboration des politiques, de concepcommunication et la circulation de l'information entre Des difficultés demeurent pour assurer la

Afin de résoudre efficacement ces difficultés, le Ministère crée et cultive des partenariats productifs pour améliorer la cohérence du plan d'action national pour le marché du travail et le développement social et donner suite efficacement aux priorités gouverne-et donner suite efficacement aux priorités gouverne-et donner suite efficacement aux priorités gouverne-et donner suite efficacement aux priorités gouverne-

dans certains domaines. certains pays le surpassent déjà par leur rendement 1'OODE, les autres pays le rattrapent rapidement et diplômés de l'enseignement postsecondaire de toute les mieux formées et de la plus forte proportion de que le Canada dispose d'une des mains-d'œuvre technologies et de les utiliser efficacement. Bien qualifiée sont mieux en mesure de créer de nouvelles Les économies qui bénéficient d'une main-d'œuvre dans une main-d'œuvre très qualifiée et souple. de la productivité exige un investissement soutenu et à la majorité des pays du G7. La croissance un retard considérable par rapport aux Etats-Unis et le niveau de la productivité accusent toujours soit relativement améliorée depuis 1997, la croissance Bien que la tenue de productivité du Canada se

de maîtrise des compétences. groupe de personnes éprouvant des difficultés maîtrisant mal les langues officielles, forment un autre nouveaux immigrants, au niveau d'études élevé, mais besoin de mettre leurs connaissances à niveau. Les et leur niveau d'études est supérieur, mais elles ont l'âge du départ à la retraite. D'autres sont plus jeunes niveau d'études est plus faible et elles vont arriver à Certaines de ces personnes sont plus âgées, leur du travail de tous les jours dans une société évoluée. numératie pour répondre aux exigences de la vie et des compétences nécessaires en littératie et en de la population canadienne adulte ne dispose pas dans les marchés du travail. Une importante fraction obstacle important à leur réussite dans la société et très bas chez les Autochtones, ce qui constitue un d'achèvement des études secondaires est, par exemple, de la population accuse toujours du retard. Le taux De plus, le niveau d'étude de certains sous-groupes

Un trop grand nombre de familles, surtout les familles monoparentales, font de plus en plus appel au réseau des refuges et 65 000 jeunes sont sans-abri, d'après les estimations. L'errance, est, pour un grand nombre d'entre eux, la conséquence de la combinaison de graves problèmes financiers, du chômage, de l'instabilité familiale ou de la violence. Certains, surtout des sans-abri chroniques, souffrent de problèmes des sans-abri chroniques, souffrent de problèmes des sans-abri chroniques, souffrent de problèmes de santé mentale ou de toxicomanie.

Risques associés

L'augmentation du nombre de conventions de gestion financière et de partenaires de la prestation de services, ainsi que leur diversification, risquent de nuire à l'aptitude

cet état de fait. fonctionnelles et au retour à l'emploi illustrent à la conciliation travail-vie, à la gestion des limitations

régissant le travail. application des normes internationales de base commerciale, pour le meilleur respect et la meilleure grand intérêt, dans le contexte de la libéralisation conséquence de ces facteurs est la suivante : un plus davantage de compétences à leur service. La dernière ciations et à la résolution de problèmes et de mettre d'accorder plus d'importance et d'attention aux négodes employés. Ces modalités exigent, par ricochet, en protégeant les droits et les conditions de travail qui procurent de la souplesse aux employeurs, tout ronnement en évolution rapide, selon des modalités travail canadiens soient en mesure de réagir à un envisyndicats et des employés pour que les milieux de l'indispensable collaboration des employeurs, des Ces facteurs ont entraîné une autre conséquence:

réservoir de main-d'œuvre. selon les prévisions, à cause de la diminution du et retenir des travailleurs, surtout ceux jugés qualifiés, grandissante, dans un proche avenir, pour embaucher employeurs se heurteront à une concurrence immigrants qualifiés, déjà établis au Canada. Les qualifiée et éprouve des difficultés pour retenir les et l'Inde, dans le domaine de la main-d'œuvre part d'un nombre croissant de pays, comme la Chine maintenant face à une plus forte concurrence de la active depuis quelques temps déjà. Le Canada fait importante source de croissance de la population par un effet de contrepoids. Les immigrants sont une de la croissance de la population active dans le passé, immigrants a atténué fortement le ralentissement L'aptitude du Canada à attirer de nouveaux

du travail au Canada. de nombreux immigrants qui entrent sur le marché représente un autre obstacle considérable pour sance insuffisante des langues officielles du Canada de s'intégrer à la société canadienne. Une connaisdes immigrants de se trouver un emploi gratifiant et acquis est une composante importante de la capacité universitaires, est inférieure. La reconnaissance des relative, surtout chez ceux qui ont terminé des études à celui des autres Canadiens, et leur rémunération du Canada. Leur taux d'emploi est toujours inférieur breux à avoir du mal à s'intégrer à la population active à s'adapter au contexte canadien, et qu'ils sont nomgrand nombre d'immigrants continuent d'avoir du mal Dans ce contexte, il est important de noter qu'un trop

> propres travailleurs dans le domaine du travail. leurs concurrents en portant atteinte aux droits de leurs susceptibles d'être tentées de prendre l'avantage sur des prix pratiqué par certaines entreprises étrangères, canadiens souhaitent être protégés contre le gâchage sécurité d'emploi. Les employeurs et les travailleurs a poussé les employés à rechercher davantage la d'œuvre à la fluctuation de la conjoncture, ce qui nécessaire pour adapter les effectifs de leur mainont conduit les employeurs à rechercher la souplesse mais aussi d'importantes perspectives. Ces pressions la mondialisation a créé des pressions concurrentielles, dans un certain nombre de facteurs. Premièrement, fications du milieu de travail, qui trouvent leur origine

une main-d'œuvre qualifiée et motivée: les employeurs le souci de recruter et de retenir Ces changements ont parallèlement fait naître chez de travail à la diversité et de conciliation travail-vie. de l'organisation du travail, d'adaptation du milieu exigences des travailleurs en matière de souplesse sel etnembus fine – senîs seb snios xus seeli setilid et le marché du travail serré, ainsi que les responsaliée à l'immigration, le vieillissement de la population bi-actives, l'augmentation de la diversité du Canada notamment l'augmentation du nombre de familles Deuxièmement, les changements démographiques,

travail-vie aux yeux de certains. également les contraintes qui pèsent sur la conciliation d'un plus grand nombre de lieux. Ils aggravent parfois en effet, produire plus rapidement et, parfois, à partir en matière de souplesse, puisque les employés peuvent, en matière de productivité et à ceux des travailleurs de répondre plus facilement aux besoins des employeurs Troisièmement, les progrès technologiques ont permis

d'une grande diversité de besoins. Les politiques liées de personnes issues d'un large éventail d'horizons et diens aux stratégies de recrutement et d'intégration importance accordée dans les milieux de travail canafacteurs sont également à l'origine de la plus grande dépendent économiquement d'un seul client. Ces à des employés ordinaires, dans la mesure où ils nombre d'entre eux, bien qu'ils puissent être assimilés la législation du travail ne s'applique pas à un grand bénéficient peu ou pas d'avantages sociaux. De plus, excessive de ces travailleurs sont modestes et ils main-d'œuvre canadienne. Les gains d'une proportion poraires représentent maintenant environ 32 % de la Les travailleurs indépendants, à temps partiel et temest une des conséquences des facteurs de ce type. La croissance du nombre d'emplois atypiques

chés, de tirer parti de la future prospérité du Canada et de devenir autonomes. De plus, l'augmentation des choix à la disposition des Canadiens grâce aux appuis dont ils bénéficient, ainsi que leur famille, contribuera à alléger en partie les contraintes de temps et les contraintes financières qui pèsent sur eux et les contraintes ainsi leur ressort psychologique et leur autonomie.

à entrer dans la population active, années, environ 400000 Autochtones seront prêts moins de 25 ans, et qu'au cours des 20 prochaines On estime qu'environ la moitié des Autochtones ont d'études postsecondaires et d'un premier emploi. recherche de compétences d'emploi, d'un programme dans le groupe d'âge constitué des personnes à la La croissance démographique est à son maximum grande majorité habitant dans l'Ouest du Canada 7. et 2001), surtout dans le Nord et dans l'Ouest, la canadienne en général (hausse de 22 % entre 1996 sance beaucoup plus rapide que la population autochtone est également jeune et connaît une croiset d'éducation qu'exigent les employeurs. La population et la difficulté d'accès aux programmes de formation d'alphabétisation et de compétences essentielles sur le marché du travail, notamment un faible niveau de multiples obstacles pour réussir leur participation Les Autochtones doivent souvent surmonter

à 14 % des personnes sans handicap en 2001). vivent à l'aide d'un faible revenu, comparativement (23 % des personnes de 16 à 64 ans ayant un handicap de personnes handicapées vivent dans la pauvreté situation inquiétante est le fait qu'un grand nombre des personnes qui n'ont pas de handicap. Une autre sur le marché du travail, comparativement à 74 % 44 % des personnes handicapées étaient présentes n'exploitent pas le maximum de leurs possibilités : capées, et les personnes handicapées au Canada des compétences et du talent des personnes handine bénéficie pas au maximum des possibilités d'emploi, donné le vieillissement de la population. Le Canada Ces chiffres augmenteront vraisemblablement étant âgées, et 1,9 million d'adultes en âge de travailler. comprend 181 000 enfants, 1,5 million de personnes 12,4 % de la population, ont un handicap2. Ce total Au Canada, 3,6 millions de Canadiens, soit

La croissance économique et les créations d'emplois soutenues se sont accompagnées de profondes modi-

du dollar canadien et la crise qui éclate sur le marché de l'habitation aux États-Unis ont également des répercussions négatives sur le secteur forestier.

Alors que la croissance économique vigoureuse se traduit par une hausse du revenu personnel disponible par habitant, les taux de rémunération horaires augmentent beaucoup plus lentement. La rémunération annuelle moyenne réelle des personnes se situant dans la moitié inférieure de l'échelle des salaires est demeurée presque inchangée depuis 1976.

et une participation régulière au marché du travail. la pauvreté, malgré un effort de travail considérable important de Canadiens continuent de vivre dans rentale. Et ils ne sont pas les seuls. Un nombre des Autochtones et des chefs de famille monopades adultes handicapés, de nouveaux immigrants, de nombreux Canadiens demeurent vulnérables, dont n'ont pas réussi à échapper à la pauvreté. En fait, revenu. Malgré ces gains, de nombreux Canadiens du taux d'enfants vivant dans des familles à faible des revenus, ce qui a contribué à la diminution familles appartenant à la moitié inférieure de l'échelle revenus. Des progrès ont même été réalisés par les ce qui s'est traduit par une modeste progression des de familles où les deux conjoints perçoivent un salaire, du travail et de l'augmentation équivalente du nombre de la hausse de la participation féminine au marché emplois rémunérés exercés par les familles découle des débouchés. L'augmentation continue des financière, principalement grâce à l'augmentation Certaines familles ont amélioré leur situation

Comme nous vivons dans une société vieillissante, de plus en plus de pression sera exercée sur les familles pour qu'elles s'acquittent de leurs responsabilités en matière de garde d'enfants. Dans ce contexte, il faudra chercher avant tout à sider les Canadiens qui prennent part à ces activités de façon à ce qu'ils puissent bien s'acquitter de leurs responsabilités tout en maintenant leur capacité de participer pleinement en maintenant leur capacité de participer pleinement au tissu social et économique de la société canadienne.

La poursuite dans cette voie, l'amélioration des débouchés de tous les Canadiens en les aidant à acquérir les compétences et les connaissances n'augmentera pas seulement la productivité globale de la main-d'œuvre. Ces progrès leur permettront également de mettre à profit les déboupermettront également de mettre à profit les débou-

Rencensement de 2001 : série «analyses», Peuples autochtones : Un profil démographique, Statistique Canada

² Enquête sur la participation et les limitations d'activités 2001, Statistique Canada

pour les entreprises canadiennes. les biens canadiens et crée de nouveaux débouchés mesure, de l'Inde) ouvre d'importants marchés pour outre, l'émergence de la Chine (et, dans une moindre et du matériel qui accroissent leur productivité. En canadiennes d'importer à prix moindres des machines De plus, cette appréciation permet aux entreprises pour les Canadiens et à améliorer leur pouvoir d'achat. davantage les prix des biens de consommation à son homologue américain contribue à réduire

marché du travail n'a presque jamais été aussi élevée. spécialisés, malgré le fait que la participation au besoin, et pas simplement des travailleurs hautement bles de trouver tous les travailleurs dont-elles ont Un nombre croissant d'entreprises se disent incapacanadienne de fournir les travailleurs nécessaires. à mettre à l'épreuve la capacité de la population Toutefois, le rythme de la création d'emplois commence sance des revenus et des dépenses des Canadiens. de 30 ans, ce qui stimule encore davantage la croisde chômage national est à son plus bas en plus A la faveur de la forte création d'emplois, le taux

des années 90. tives d'emploi s'améliorer depuis le milieu moyenne nationale, voient également leurs perspecd'activité et d'emploi tendent à être inférieurs à la les parents seuls et les immigrants, dont les taux Les Autochtones, les personnes handicapées, sement économique du début des années 90. été parmi les plus durement touchés par le ralentisaux jeunes travailleurs et aux travailleurs âgés, qui ont depuis le milieu des années 90 profite en particulier Ce flot de croissance et de création d'emplois

internationaux des produits manufacturés. La vigueur l'effet de la hausse du dollar et de la chute des prix fabrication ne cesse de perdre des emplois sous accrus de l'énergie. Le secteur canadien de la de l'appréciation du dollar canadien et des coûts régions rurales de la Colombie-Britannique souffrent situés principalement au Canada central et dans les d'approvisionnement. D'autre part, certains secteurs investissent fortement dans de nouvelles sources flèche des prix de l'énergie et au fait que les entreprises de l'Ouest sont en expansion, grâce à la montée en régionales au pays. D'une part, la majorité des secteurs en raison de la diversité des structures économiques des répercussions régionales et sectorielles inégales Il importe cependant de signaler qu'il y a eu

de 2008-2009 Priorités ministérielles

en trois grandes catégories. Les priorités de RHDSC pour 2005-2009 se divisent

- Politiques et programmes
- Prestation de services
- Gestion

et opérationnel du Ministère. continue du contexte économique, social, stratégique L'orientation de ces priorités découle d'une évaluation

Politiques et programmes

plus vulnérables qui ne peuvent travailler. doit également apporter un soutien aux Canadiens les économie productive et concurrentielle. Le Ministère pleinement et de participer activement à une que les Canadiens aient la possibilité de se réaliser RHDSC a un rôle important à jouer pour veiller à ce

considérablement le taux de pauvreté. hausse du taux d'emploi et a contribué à faire baisser possibilités pour les Canadiens, a occasionné une continue de l'économie canadienne a créé des vigoureuse de l'emploi dans l'ensemble. La vigueur et soutenue qui a donné lieu à une progression a connu une croissance économique généralisée Au cours des quinze dernières années, le Canada

d'orienter les priorités du Ministère. familles, posent des défis de taille qui continuent changements dans la composition et le rôle des grandissante de la population canadienne et les sociaux, notamment le vieillissement et la diversité l'évolution technologique, ainsi que les changements mondiale croissante et le rythme accéléré de paysage économique, tels que la concurrence Toutefois, d'importants facteurs qui opèrent dans le

Contexte

tion marquée et rapide du dollar canadien par rapport tout en augmentant le pouvoir d'achat réel. L'appréciasalaires, en particulier la Chine, fait baisser les prix transfert de la fabrication vers des économies à bas ments dans le secteur canadien des ressources. Le revenus et stimule d'importants nouveaux investisseparticulier l'énergie, en fait grimper le prix, accroît les des matières industrielles que le Canada exporte, en La demande mondiale croissante d'un grand nombre

Dépenses prévues (en millions de dollars)

2008-2009 2009-2010 2010-2011

^a Un nouveau programme, la Stratégie des partenariats de lutte contre l'itinérance, a été annoncé en décembre 2006 pour une période de deux ans (2007–2008 et 2008–2009).
^b Au sein de son portefeuille. Ressources humaines et Développement social met l'accent sur les sans-abri

b Au sein de son portefeuille, Ressources humaines et Développement social met l'accent sur les sans-abri et la Societé canadienne d'hypothèques et de logement met l'accent sur le logement. L'architecture des activités de programme sera mise à jour des que possible pour refléter cette situation.

Dépenses prévues

2008-2009 2009-2010 2010-2011

nielq sqmbs tents temps plein	24 215	23 882	23 938
essources humaines			
otal consolidé	7,821 78	7,744 0e	8,151 49
Recouvrements - Indemnisation des accidentés	(4,69)	(4,101)	4,801)
Coûts d'administration Régime de pensions du Canada pour d'autres ministères fédéraux	4,292,4	0'96Z	298,9
Coûts d'administration de l'assurance-emploi pour d'autres ministères fédéraux	4,722	2,213,2	214,9
utres frais ministériels Créances douteuses de l'assurance-emploi	0,801	0,111	0,311
ofal RHDSC	ε'669 98	6'826 68	5,626
Paiements des rentes sur l'Etat et du régime d'assurance de la fonction publique	42,3	7,95	ε, τε
Assurance-emploi (Partie II) - Prestations d'emploi et mesures de soutien	2 136,3	2,36,3	2 136,3
Assurance-emploi (Partie I) - Prestations de revenu	12 827,0	13 435,0	13 915,0
Prestations du Régime de pensions du Canada	29 105,9	30 728,0	1,664 28
Prêts consentis en vertu de la Loi fédérale sur l'aide financière aux étudiants	ε'906	2,887	9,718
otal des dépenses brutes	2,182 14	42 856,7	l' 7 97 77
Paiements de transferts législatifs	3,152.75	4,808 88	8,634 04
Subventions et contributions votées	8,887 1	1,1181	6'1971
Dépenses de fonctionnement brutes	2,613,2	1,048 2	2 238,4
essources financières (en millions de dollars)			

- o. 45,0 millions de dollars pour le Régime enregistré
- o 7,0 millions de dollars pour le Bon d'études d'épargne-invalidité;
- o 5,0 millions de dollars pour la Prestation canadien;
- universelle pour la garde d'enfants;
- o 2,0 millions de dollars pour la Subvention
- o 2,0 millions de dollars pour le Service fédéral . canadienne pour l'épargne-études;
- o Ces hausses sont compensées par une baisse d'indemnisation des accidentés du travail;
- canadien de prêts aux étudiants. de 7,6 millions de dollars pour le Programme
- dans le portefeuille de prêts; des remboursements des prêts pay les emprunteurs étudiants principalement en raison de l'incidence en vertu de la Loi fédérale sur l'aide financière aux paiements non budgétaires pour les prêts consentis • Une baisse nette de 115,6 millions de dollars en
- de 480,0 millions de dollars; prévues de la partie I de l'assurance-emploi en raison d'une augmentation des prestations le Compte d'assurance-emploi, principalement • Une hausse de 487,9 millions de dollars pour
- de 1738,1 millions de dollars; prévues du Régime de pensions du Canada en raison d'une augmentation des prestations le Régime de pensions du Canada principalement • Une hausse de 1 739,6 millions de dollars pour
- des rentes sur l'Etat. les paiements et les autres frais liés au Compte • Une baisse de 2,4 millions de dollars pour

- de 1622,1 millions de dollars; et prévues du Régime de pensions du Canada en raison d'une augmentation des prestations le Régime de pensions du Canada, principalement • Une augmentation de 1 625,2 millions pour
- les paiements et les autres frais liés au Compte • Une baisse de 2,6 millions de dollars pour
- des rentes sur l'Etat.
- et dépenses prévues pour 2010-2011 Dépenses prévues pour 2009-2010

Les principales différences sont les suivantes : par rapport aux dépenses prévues pour 2009-2010. dollars, soit une hausse de 3704,1 millions de dollars ab anoillim 8,13149 enbnistations de villions de Pour 2010-2011, les dépenses consolidées du

- des dépenses de fonctionnement; • Une baisse nette de 1,6 million de dollars
- : setrandes enitative suivantes : en raison de diminutions liées au financement subventions et contributions votées, principalement Une baisse de 49,2 millions de dollars pour les
- de compétences en milieu de travail; o 20,9 millions de dollars pour l'Initiative en matière
- bont l'accessibilité; o 13,5 millions de dollars pour le Fonds
- autochtones; de développement des ressources humaines o 9,9 millions de dollars pour la Stratégie
- régionale Kativik; o 4,1 millions de dollars pour l'Administration
- o 0,8 million de dollars pour d'autres éléments.
- pour les motifs suivants: paiements de programmes législatifs, principalement • Une hausse de 1645,4 millions de dollars pour les
- de dollars); et l'Allocation (augmentation de 23,0 millions (augmentation de 290,0 millions de dollars) de dollars), le Supplément de revenu garanti anoillim 0,872 t ab noitatnameus) assalliaiv al ab aux aînés, y compris les prestations de la Sécurité o 1 592,0 millions de dollars pour les Prestations

de développement des ressources humaines o 22,5 millions de dollars pour la Stratégie

autochtones;

- o 12,0 millions de dollars pour le Fonds
- d'habilitation pour les communautés minoritaires
- Partenariat pour les compétences et l'emploi o 9,2 millions de dollars pour le programme de langue officielle;
- o 9,1 millions de dollars pour l'Initiative en matière des Autochtones;
- o 8,9 millions de dollars pour le Bureau d'orientation de compétences en milieu de travail;
- o 2,9 millions de dollars pour d'autres éléments. relatif aux titres de compétences étrangers;
- principalement attribuable aux éléments suivants: pour des paiements de programmes législatifs, • Une augmentation de 1 551,7 millions de dollars
- et l'Allocation (augmentation de 24,0 millions (augmentation de 278,0 millions de dollars) de dollars), le Supplément de revenu garanti anoillim 0,861 t ab noitatnamgua) assalliaiv al ab aux aînés, y compris les prestations de la Sécurité o 1 500,0 millions de dollars pour les Prestations
- o 50,0 millions de dollars pour le Régime enregistré de dollars);
- o 10,0 millions de dollars pour la Prestation d'épargne-invalidité;
- o 7,0 millions de dollars pour le Bon d'études universelle pour la garde d'enfants;
- o 3,0 millions de dollars pour la Subvention canadien;
- o 1,0 million de dollars pour le Service fédéral canadienne pour l'épargne-études;
- diminutions de 16,0 millions de dollars pour o Ces hausses sont compensées par des d'indemnisation des accidentés du travail;
- aux régimes d'avantages sociaux des employés. et de 3,3 millions de dollars des cotisations le Programme canadien de prêts aux étudiants.
- dans le portefeuille de prêts; des remboursements des prêts par les emprunteurs étudiants, principalement en raison de l'incidence en vertu de la Loi fédérale sur l'aide financière aux paiements non budgétaires pour les prêts consentis • Une baisse nette de 173,1 millions de dollars des
- prévues de la partie I de l'assurance-emploi; en raison d'une augmentation des prestations le Compte d'assurance-emploi, principalement • Une hausse de 594,7 millions de dollars pour

- population cliente et aux versements de prestations tations, rendant compte des prévisions relatives à la est attribuable à une hausse du montant des presle Régime de pensions du Canada. L'augmentation • Une hausse de 1 588,6 millions de dollars pour
- de la fonction publique). des rentes sur l'Etat et Fonds d'assurance à d'autres comptes à fins déterminées (Compte • Une diminution de 2,8 millions de dollars relative

et dépenses prévues pour 2009-2010 Dépenses prévues pour 2008-2009

Les principales différences sont les suivantes : par rapport aux dépenses prévues pour 2008-2009. dollars, soit une hausse de 3322,0 millions de dollars Ministère devraient s'élever à 90447,7 millions de Pour 2009-2010, les dépenses consolidées du

- aux initiatives suivantes: en raison de diminutions de fonds alloués les dépenses de fonctionnement, principalement • Une baisse nette de 48,2 millions de dollars pour
- o 6,3 millions de dollars pour des sondages qui a été approuvée pour deux ans; des partenariats de lutte contre l'itinérance, o 22,2 millions de dollars pour la Stratégie
- o 3,6 millions de dollars pour l'initiative ont été réduites pour 2009-2010; pour lesquels les exigences contractuelles
- o 3,3 millions de dollars en rapport avec Comprendre la petite enfance;
- o 2,6 millions de dollars pour la Stratégie le Programme de remise écoAUTO;
- o 2,5 millions de dollars pour la Stratégie des métiers et de l'apprentissage;
- autochtones; de développement des ressources humaines
- subventions et contributions votées, principalement • Une diminution de 225,7 millions de dollars pour les o 7,7 millions de dollars pour d'autres éléments.
- o 123,8 millions de dollars pour la Stratégie pluriannuel des initiatives suivantes: en raison de diminutions liées au financement
- o 37,3 millions de dollars pour l'Initiative ciblée dni a été approuvée pour deux ans; des partenariats de lutte contre l'itinérance,
- pour les travailleurs âgés;

- Une diminution de 36,2 millions de dollars pour le Programme canadien de prêts aux étudiants pour les motifs suivants :
- Une diminution de 3,1 millions de dollars liée au financement direct aux termes de la Loi fédérale sur l'aide financière aux étudiants à la suite d'une réduction des coûts du programme qui a entraîné une réduction des montants
- Une diminution de 1,8 million de dollars liée aux obligations aux termes de la Loi fédérale sur les prêts aux étudiants. La réduction des dépenses est liée à la diminution générale de la valeur du portefeuille de prêts garantis;

compensatoires;

- Une diminution de 20,4 millions de dollars des paiements d'intérêts et autres obligations aux termes de la Loi fédérale sur l'aide financière aux étudiants à la suite d'une réduction dans les prêts prévus dans le portefeuille d'études et d'une réduction de la proportion prévue et d'une réduction de la dette afin des prêts allant à la réduction de la dette afin d'aligner la projection sur les résultats réels;
- Une diminution de 10,9 millions de dollars pour le programme Subventions canadiennes pour études;
- Une diminution de 16,0 millions de dollars pour l'indemnisation des accidentés du travail. La variance s'explique principalement par une augmentation prévue du nombre de demandes de remboursement, nombre établi d'après une analyse de la tendance de l'année précédente, ainsi que par une augmentation des coûts en rapport avec la décision relative à la douleur rapport avec la décision relative à la douleur chronique rendue par la Commission de l'indemnisation des accidentés du travail l'indemnisation des accidentés du travail de la Nouvelle-Écosse.
- Une diminution de 5,2 millions de dollars des cotisations aux régimes d'avantages sociaux des employés.
- Une baisse nette de 27,8 millions de dollars pour les paiements non budgétaires des prêts consentis en vertu de la Loi fédérale sur l'aide financière aux étudiants.
- Une hausse de 523,8 millions de dollars pour les dépenses prévues au Compte d'assurance-emploi, principalement en raison d'une augmentation prévue du montant des prestations prévues de la partie I.

- Une augmentation de 1 669,8 millions de dollars pour des paiements de programmes législatifs, principalement pour les raisons suivantes :
- ne diminueront jamais même si le coût lois en vigueur, les Prestations aux aînés de la hausse du coût de la vie. Aux termes des ajustées tous les trois mois afin de tenir compte consommation. Les Prestations aux aînés sont aux changements liés à l'indice des prix à la peuvent être partiellement attribuables Supplément de revenu garanti et de l'Allocation prestations de la Sécurité de la vieillesse, du les changements dans les taux moyens de et dans la démographie. De façon générale, dans les taux moyens de paiement prévus s'expliquent par des changements survenus de 32,0 millions de dollars). Ces augmentations de dollars) et l'Allocation (augmentation de revenu garanti (augmentation de 247,0 millions de 1 280,0 millions de dollars), le Supplément de la Sécurité de la vieillesse (augmentation des Prestations aux aînés, comme les prestations o Une augmentation de 1 559,0 millions de dollars
- de la vie diminuait.

 Une augmentation de 115,0 millions de dollars pour le Régime enregistré d'épargne-invalidité annoncée dans le budget 2007. Ce régime permettra d'aider les parents à épargner pour assurer la sécurité financière à long terme d'un enfant gravement handicapé.
- Une augmentation de 31,2 millions de dollars pour le Programme de protection des salariés dans le cadre duquel on verse à certains employés d'entreprises qui ont fait faillite, leurs salaires et indemnités de vacances non payés jusqu'à concurrence de 3000 \$.
 Ju financement accru de 10.0 millions de dollars
- Un financement accru de 10,0 millions de dollars pour la Prestation universelle pour la garde d'enfants. L'augmentation prévue des prestations est attribuable à une augmentation du nombre prévu de bénéficiaires et à une augmentation prévu de participation.
- Une augmentation de 6,0 millions de dollars pour la Subvention canadienne pour l'épargne-études.
 Une augmentation de 6,0 millions de dollars pour
- le Bon d'études canadien. Selon les prévisions révisées, le taux de participation augmente à un rythme constant.

- subventions et contributions votées pour les motifs • Une augmentation de 558,3 millions de dollars en
- o nouveau financement pour des programmes

: stinsvins

- 500,0 millions de dollars destinés à la Stratégie comme les suivants:
- et les travailleurs peu spécialisés; du travail pour les groupes sous-représentés visant à favoriser davantage l'accès au marché de la nouvelle architecture du marché de travail du marché du travail pour la mise en œuvre
- des difficultés particulières, de participer le milieu du travail et qui sont aux prises avec sont traditionnellement sous-représentés dans Ce programme permet aux Autochtones, qui les compétences et l'emploi des Autochtones. mettre à profit le programme Partenariat pour annoncé l'octroi de fonds supplémentaires pour des Autochtones. Dans le budget 2007, on a Partenariat pour les compétences et l'emploi 17,3 millions de dollars pour le programme
- précédentes; relativement au report de fonds des années des partenariats de lutte contre l'itinérance - 9,9 millions de dollars pour la Stratégie

au marché du travail;

- le programme « Sceau rouge »; d'apprentissage d'un métier visé par ou leur deuxième année d'un programme année aux apprentis ayant réussi leur première leurs progrès par la remise de 1 000 \$ par l'apprentissage d'un métier et de récompenser de Canadiens à poursuivre une formation visant qui permettraient d'encourager davantage on annonçait des fonds supplémentaires incitatives aux apprentis. Dans le budget 2006, - 8,0 millions de dollars pour les Subventions
- de participer à la vie communautaire leurs capacités physiques, et qui leur permettent l'accessibilité pour les Canadiens, peu importe munautaires au Canada qui visent à améliorer l'accessibilité pour financer des projets com-- 8,0 millions de dollars pour le Fonds pour
- 15,1 millions de dollars pour d'autres et économique;

dépenses prévues pour 2008-2009 Prévisions pour 2007-2008 et

principalement attribuable aux éléments suivants : à 84712,9 millions de dollars. La différence est port aux prévisions pour 2007-2008 qui s'élèvent augmentation de 2412,8 millions de dollars par rap-87 125,7 millions de dollars en 2008-2009, soit une humaines et Développement social devraient atteindre Les dépenses consolidées de Ressources

- des dépenses de fonctionnement nettes en raison • Une diminution de 1 896,7 millions de dollars
- des facteurs suivants :
- du financement: o à des compensations liées à une réduction
- (Paiement d'expérience commune); et les conséquences qui y sont liées les résidants des pensionnats autochtones reconnaissance de l'expérience vécue par compte en fiducie établi en 2007-2008 en pour Service Canada en rapport avec un - une diminution de 1 844,3 millions de dollars
- 2007-2008 du budget de fonctionnement; du financement lié au report de fonds de - une diminution de 27,8 millions de dollars
- liée au financement réduit du Plan de publicité - une diminution de 12,7 millions de dollars
- milieu de travail qui vise à aider les employeurs à l'étape 1 de la Stratégie des compétences en - une diminution de 12,5 millions de dollars liée du gouvernement;
- fin en 2007-2008; puisque le financement sur trois ans prend afin de répondre aux pénuries réelles et prévues, lopper des compétences durables et efficaces et les Canadiens sur le marché du travail à déve-
- pour d'autres éléments. une augmentation de 0,6 million de dollars ces diminutions sont compensées par
- modalités de financement direct en 2007-2008. Programme canadien des prêts aux étudiants aux radier des créances envers la Couronne liées au Une diminution de 0,4 million de dollars pour

brogrammes.

Prévisions

Dépenses prévues

23 938	288 82	24 215	23 759	Équivalents temps plein
93 281,9	89 632,5	0,186 38	84 042,9	Total de RHDSC
6,80e 0,7£	0,238 8,85	8,287 1,85	6,807 6 ,88	Moins : Revenus non disponibles Plus : Services reçus à tute gracieux
8,131 49	Z'ZÞÞ 06	7,221 78	84 712,9	Total RHDSC - consolidé
(1,831)	(8,831)	(8,821)	(6,191)	Régime d'avantages sociaux des employés recouvrable du Compte d'assurance-emploi et du Régime de pensions du Canada
8,887 71 2,980 88 8,78	9,862 7† 8,662 †£ 7,6£	2,407 at 4,47a es 5,54	4,081 81 8,880 8S 1,84	Comptes à fins déterminées Assurance-emploi Régime de pensions du Canada Autres comptes à fins déterminées
9'277 87	£,889 ft	9,538 04	6,268 04	Total - Dépenses prévues (Nettes)
9.172	240,9	1,912	0/\$	Popenses prévues
(5,0)	(1,0)	(1,0)	0/\$	Ayustement à 17.5 % du régime d'avantages sociaux des employes
(e,f)	(4,1)	(2,1)	O/S	Inameteui A - lisvert ub setriebioce seb noitseinmebri
(O,f).	(7,2)	3,6	0/S	Comprendre la petite enfance
0,1	す, ト	٤,٢	0/S	à Cornwall)
				Développement des centres de contact (Centre d'appels de Service Canada
0,62	29,0	29,0	0/S	Emplois d'été Canada (Stratégie emploi jeunesse)
-		8,81	0/8	Autres Fonds d'habilitation pour les communautés minoritaires de langue officielle
-	0,81	20,0	0/8	Fonds pour l'accessibilité
210,0	0,881	115,0	O/S	Régime enregistré d'épargne-invalidité °
				Budget 2007
7,48	7,48	7,48	0/\$	Programme de protection des salariés ^b
				Budget 2006
				Dépenses prévues:
-	-		(8,16)	Sous total - Autres
-	+	+	1,8	Ajustement du régime d'avantages sociaux des employés
~	-	-	(1,69)	sleD
-	-	-	8,72	Crédit 22 du Conseil du Trésor - report de fonds
-	-	-	7,1 7,1	Autres Crédit 10 du Conseil du Trésor - politique sur la vérification interne Crédit 15 du Conseil du Trésor - conventions collectives
MARKAGAMITANANAN A WA		•	Z'69	Budget supplémentaire des dépenses (B)
			2.00	(6)
-	-	•	4,87	Postes législatifs - non budgétaire Prêts consentis en vertu de la Loi fédérale sur l'aide financière aux étudiants
_	_		(9,8)	Sitistigėl setso9 - Istot-suoS
***************************************	m	w	(52,0)	Sécurité de la vieillesse
	**		(5,35)	Paiements liés aux modalités de financement direct
	-	-	(12,0)	Palements d'Allocations
-	~	**	(4,8)	Prêts à risques partagés
-	~	-	5,0	Obligations contractées en vertu de la Loi fédérale sur les prêts aux étudiants
-	-	-	0,8	Bon d'études canadien
-	~ \	~	9,71	Subvention canadienne pour l'épargne-études
**	**	**	0,88	Supplément de revenu garanti
-	-	-	42,0	Posta législatifs - budgétaire Subvention canadienne pour l'épargne-études
**		-	(1,0)	Sous-total - Postes votés
p.			۲,0	communautés de langue officielle
			,	Transfert de Patrimoine canadien pour le partenariat interministériel avec les
_	~		(2,0)	Transfert à Patrimoine canadien pour Action Canada (Stratégie emploi jeunesse)
	_	-	(4,01)	Initiative ciblée pour les travailleurs âgés - Report de fonds
-	-	-	4,0	aux modalités de financement direct
			0,01	Fonds pour l'accessibilité Radistion des créances envers la Couronne pour les prêts d'études canadiens
				Postes votės
				Budget supplementaire des dépenses (B)
1102-0102	2009-2010	2008-2009	2007-2008	

[©] Le financement du Plan n'a pas encore été approuvé par le Conseil du Trésor. La présentation au Conseil du Trésor devrait être entendue en avril 2008. D Le financement pour ce programme n'a pas encore été approuvé par le Conseil du Trésor. La présentation au Conseil du Trésor devrait être prête en juin 2008. de logement met l'accent sur le logement. L'architecture des activités de programme sera mise à jour dès que possible pour refléter cette situation. a Au sein de son portefeuille, Ressources humaines et Développement social met l'accent sur les sans-abri et la Société canadienne d'hypothèques et

Dépenses prévues et équivalents temps plein

2010-20 8:391 8:091 8:092 7,478 8:063 8:061 8:262 8:262 8:263 8:263 8:263	0102-6002 0,891 6,982 1,182 8,882 8,742 6,993 1,183 1,283 1,183 1,283	0.281 0,281 1,725 1 0,281 6,572 7,587 55 6,783 5 6,884 2 7,886 2 8,301 1,462 2,088	2007 – 2008 196,6 578,1 209,0 1 244,2 239,3 3 492,3 1 444,5 1 444,5 1 484,5 1 484,5	ctivités de programmes (en millions de dollars) udgétaire : Budget principal des dépenses Politiques, recherche et communications Marché du travail Compétences en milieu de travail Investissement social Investissement social Enfants et familles Cogement et sans-abri * Service décloisonné et axé sur les citoyens Services gouvernementaux fondés sur la collaboration et atructurés en réseau
6,042 8,091 8,091 6,282 7,478 8,503 8,503 8,203 8,203 8,203	4,262 f 8,262 8,881 f 6,247 8,883 68 2,1 1,694 2 2,878 8,999	7,72£ † 6,672 7,00† † 6,762 7,687 £€ 7,687 £6 8,884 \$2 7,468 8,088	7.878 209,0 2.09,0 2.09,0 2.09,2 3.09,2 3.09,0 3.00,0 3.00	udgétaire: Budget principal des dépenses Politiques, recherche et communications Marché du travail Compétences en milieu de travail Apprentisasge Travail Investissement social Enfants et familles Logement et sans-abri * Service décloisonné et axé sur les citoyens Judégrité
6,042 8,091 8,091 6,282 7,478 8,503 8,503 8,203 8,203 8,203	4,262 f 8,262 8,881 f 6,247 8,883 68 2,1 1,694 2 2,878 8,999	7,72£ † 6,672 7,00† † 6,762 7,687 £€ 7,687 £6 8,884 \$2 7,468 8,088	7.878 209,0 2.09,0 2.09,0 2.09,2 3.09,2 3.09,0 3.00,0 3.00	Politiques, recherche et communications Marché du travail Compétences en milieu de travail Apprentissage Travail Enfants et familles Enfants et familles Cogement et sans-abn * Logement et sans-abn * Intégrité
6,042 8,091 8,091 6,282 7,478 8,503 8,503 8,203 8,203 8,203	4,262 f 8,262 8,881 f 6,247 8,883 68 2,1 1,694 2 2,878 8,999	7,72£ † 6,672 7,00† † 6,762 7,687 £€ 7,687 £6 8,884 \$2 7,468 8,088	7.878 209,0 2.09,0 2.09,0 2.09,2 3.09,2 3.09,0 3.00,0 3.00	Marché du travail Compétences en milieu de travail Apprentissage Travail Investissement social Enfants et familles Cogement et sans-abn * Service décloisonné et axé sur les citoyens Intégrité
8,091 1 8,091 1 8,282 7,478 88 5,408 2 2,1 6,508 0,598 7,371 44	8,882 6,742 8,885 85 7,1 1,694 2 2,1 2,858	6,872 6,091 1 6,782 7,887 88 8,884 2 7,468 7,488	0,002 2,44,2 289,3 2,484,2 1,44,5 1,44,5 2,74,5 1,60,0 1,6	Compétences en milieu de travail Apprentissage Travail Investissement social Enfants et familles Logement et sans-abri * Service décloisonné et axé sur les citoyens Intégrité
8,091 f 2,52,5 7,478 86 6,408 2 2,1 6,508 0,598 1,571 44	2478.3 8.88.3 8.88.3 2,1 7,1 5.89,9 2.378	6,061 F 6,752 7,687 66 6,884 2 6,884 2 7,463 7,088	2,44,2 239,3 2,44,5 2,184,2 144,5 2,475,0 8,820 1	Apprentissage Travail Investissement social Enfants et familles Logement et sans-abri * Investissement et sans-abri *
E.SSZ 7,478 8E E,408 S 2,1 6,268 0,298 1,371 44	6.742 8,882 85 7,1 2,994 9 9,988 2,678	237.9 7,287 25 8,884 2 6,681 7,463 2,088	5,264 SE 2,184 S 6,441 5,674 S 8,830 1	Travail Investissement social Enfants et familles . Service décloisonné et axé sur les citoyens Intégrité
7,478 9E E,408 2 2,1 0,598 0,598 8,555 1,771 44	1,864 2 2,1 9,883 2,878	7,887 88 8,884 S 8,881 8,463 5,088	5,264 SE 2,184 S 6,441 5,674 S 8,830 1	Enfants et familles Logement et sans-abri ° Service décloisonné et axé sur les citoyens Intégrité
2,408 S 2,1 ° 0,268 0,268 1,878 8,28S	1,864 2 2,1 9,883 2,878	1,465 5,088	3,441 0,374	Logement et sans-abri ^a Service décloisonné et axé sur les citoyens Intégrité
0,262 1,878 8,262 1,771 44	6,688 2,878	1,4ea 2,088	0,574 S 8,820 t	Service décloisonné et axé sur les citoyens Intégrité
0,262 1,878 8,262 1,771 44	2,378	2,088	8,820 1	hitégnité
8,282 8,282	2,378	2,088	8,820 1	hitégnité
8,252 1,771 44	7,262	232,4	2.822	Services gouvernementaux fondés sur la collaboration et structurés en réseau
1,771 44				
7,818 1	0,119 S4	41 358,5	2,718 14	épenses brutes du Budget des dépenses
	8,8181	1 617,3	6,1171	oins : Revenus disponibles
42 558,4	2,46 04	2,147 gg	£,209 EE	səşşəu səsuədi
				9 hudgetaire
9,718	2,887	٤'906	7,338	ets consentis en vertu de la Loi fédérale sur l'aide
				: sıuəwəjsn
				Budget, supplémentaire des dépenses (A)
				Postes votės
-	-	-	0'97	Emplois d'été Canada 2007
	-	-	1,82	Initiative nationale pour les sans-abri - report de fonds
ш.	_		6,81	Programme des travailleurs étrangers temporaires
	-	_	2,41 2,8	Plan de publicité du gouvernement Programme Nouveaux Horizons pour les aînés
-	· -		2,7	- eine else of services de la constant de la consta
-	-	*	٤'9	OTUAooà ezimen de mengora
-	**	*	0,8	Programme de Partenariats pour les compétences et l'emploi des Autochtones
	-		2,4	Bureau d'orientation relatif aux titres de compétences étrangers
				Transfert de l'Agence du revenu du Canada - Fonds reliès aux services de
			0.1	recouvrement nationaux et aux Conseils juridiques et litige-recouvrement - Ainstement technique
			0,1 0,0	Ajustement technique Loi sur la modernisation de la fonction publique
		an .	t'0	Loi fédérale sur la responsabilité - Ressources liées à l'évaluation
				Shalegie concurrentielle dans l'industie forestiere (¹² rogrannine des conseils
	-	*	€,0	sectonels)
-	-	-	١,0	Directive du Cabinet sur la rationalisation de la réglementation
**	-	*	(8,28)	Versement de paiements anticipés dans le Cadre de la Convention de règlement relative aux pensionnats autochtones
	_		1,81	Transfert de Travaux publics et Services gouvernementaux Canada des programmes et des activités liés au Secteur des programmes d'accès public
				Transfert de l'Agence de santé publique du Canada pour appuyer l'élaboration d'un
	_		1.0	Atlas mondial des ressources en déficience intellectuelle Transfert à Finances pour la campagne de publicité sur Rétablir l'équilibre fiscal au
	-	-	(1,0)	Canada
*	-		(1,0)	Transfert à Citoyenneté et Immigration Canada pour le projet Métropolis
			(6.0)	Transfert à l'Agence de gestion des ressources humaines de la fonction publique du
			(S,0)	Canada pour soutenir la collectivité nationale des gestionnaires
				Transfert à Travaux publics et Services gouvernementaux Canada lié à la Stratégie
		•	(0,8)	Transfert à Travaux publics et Services gouvernementaux Canada lié à la Stratégie des partenariats de lutte contre l'itinérance

(A) sesnegèb seb enistremelqque tegbuð

- prévue. invalidité sont plus en demande qu'initialement anu faidiants à faible revenu ou ayant une l'accès aux études. En outre, les subventions programme de Subvention canadienne pour une participation plus élevée que prévue au canadien de prêts aux étudiants connaît toujours résultant principalement du fait que le Programme pour les subventions canadiennes pour études - une augmentation de 6,7 millions de dollars
- cotisations aux régimes d'avantages sociaux o Une diminution de 1,0 million de dollars des des accidentés du travail de la Nouvelle-Ecosse. rendue par la Commission de l'indemnisation à une décision relative à la douleur chronique et aussi sur une augmentation des coûts dû analyses de tendances des années précédentes prévues des recouvrements, et ce fondé sur des La variance est causée par des augmentations aux indemnisations des accidentés du travail. o Une diminution de 16,0 millions de dollars liée
- utilisation des mesures de gestion de la dette grâce boursements de prêts en raison d'une plus grande une réduction de 21,2 millions de dollars des remla transition à l'éducation post-secondaire et par des mesures prévues au Budget 2004 pour faciliter en raison d'une utilisation plus forte que prévue 29,4 millions de dollars des prêts déboursés de dollars par suite d'une augmentation de étudiants, de 855,7 millions de dollars à 906,3 millions en vertu de la Loi fédérale sur l'aide financière aux en paiements non budgétaires des prêts négociés • Une augmentation de 50,6 millions de dollars des employés.

de rembourser leurs prêts étudiants.

auxquelles les étudiants ne sont pas tenus

- Ie Budget 2007. et aux plafonds de cotisation annoncés dans la Subvention canadienne pour l'épargne-études études découlant des changements apportés à pour la Subvention canadienne pour l'épargneo Une augmentation de 48,0 millions de dollars
- o Une augmentation de 9,0 millions de dollars augmentation des taux de participation. du nombre de prestataires prévus, et d'une de prestations prévus résulte d'une augmentation d'enfants. L'augmentation dans les paiements pour la Prestation universelle pour la garde o Une augmentation de 10,0 millions de dollars
- avoir un impact positif. 2007-2008; les activités de promotion semblent de 2005-2007 continuent d'être réalisés en constante. Des gains supérieurs aux prévisions au Bon d'études canadien augmente de façon aux prévisions révisées, le taux de participation pour le Bon d'études canadien. Conformément
- bont d'autres éléments. o Une augmentation de 0,1 million de dollars
- en raison de : du Programme canadien de prêts aux étudiants o Une diminution de 61,9 millions de dollars
- une diminution de 28,8 millions de dollars des réduction des paiements compensatoires; les coûts du programme qui a entraîné une résultant principalement d'une réduction dans Loi fédérale sur l'aide financière aux étudiants reliée au financement direct en vertu de la - une diminution de 38,5 millions de dollars
- les résultats réels; de la dette afin d'aligner la projection sur proportion prévue des prêts allant à la réduction portefeuille d'études et d'une réduction de la suite d'une réduction des prêts prévus dans le paiements d'intérêts et autres obligations par
- darantis; globale de la valeur du portefeuille des prêts réduction des dépenses est liée à la diminution la Loi fédérale sur les prêts aux étudiants. Cette aux aux obligations contractées en vertu de une diminution de 1,4 million de dollars liée

- diminueront jamais si le coût de la vie diminue. assurent que les Prestations aux aînés ne hausse du coût de la vie. Les lois en vigueur pleinement indexées trimestriellement pour toute consommation. Les Prestations aux aînés sont buables à des variations de l'indice des prix à la garanti et les Allocations sont partiellement attri-Sécurité de la vieillesse, le Supplément de revenu dans les taux de prestations moyens pour la dans la population. En général, les changements dans les taux de paiement moyens prévus et
- de la Sécurité de la vieillesse. de dollars les paiements de prestations de la vieillesse qui réduira de 149,0 millions le remboursement des prestations de Sécurité de dollars, et une augmentation est prévue dans représente une augmentation de 712,5 millions augmentera de 4382379 à 4505101, ce qui outre, il est prévu que le nombre de bénéficiaires ce qui représente 664,5 millions de dollars. En , \$ 28,684 à \$ 35,774 eb étnembus s uvéra neyom de 1 228,0 millions de dollars. Le taux mensuel - Sécurité de la vieillesse - Augmentation
- du client. mort du client, ou dans le statut de résidence des fluctuations dans le revenu d'un client, la d'après un certain nombre de facteurs, incluant fluctue constamment d'une année à l'autre de prestataires du Supplément de revenu garanti réduction de 66,6 millions de dollars. Le nombre 1634112 à 1619274, ce qui correspond à une du nombre de bénéficiaires a été réduite de de 349,6 millions de dollars. L'estimation ce qui se traduit par une augmentation , \$ 30,395 à \$ 50,875 ab à 19mgus s uvèrq neyom de 283,0 millions de dollars. Le taux mensuel - Supplément de revenu garanti - Augmentation
- de résidence du client. client, la mort du client, ou dans le statut incluant des fluctuations dans le revenu d'un à l'autre d'après un certain nombre de facteurs, d'allocations fluctue constamment d'une année de revenu garanti, le nombre de prestataires de 9,2 millions de dollars. Comme le Supplément 100808, ce qui correspond à une réduction de bénéficiaires a été réduite de 102563 à 29,2 millions de dollars. L'estimation du nombre ce qui correspond à une augmentation de , \$ 73,574 £ \$ 25,944 ab algmenté de 449,32 \$ à 473,67 \$, de 20,0 millions de dollars. Le taux mensuel - Paiements d'Allocations - Augmentation

- « Sceau rouge »; sage dans un métier visé par le programme seconde année d'un programme d'apprentisqui terminent avec succès la première ou en octroyant 1 000 \$ par année aux apprentis professionnel et de récompenser leur progression de Canadiens à entreprendre un apprentissage financement a pour but d'encourager davantage Conformément au Budget 2006, ce nouveau pour la Subvention incitative aux apprentis. - une augmentation de 8,0 millions de dollars
- ont été approuvés. gramme Nouveaux Horizons pour les aînés des nouveaux fonds pour l'expansion du proles aînés. Conformément au Budget 2007, pour le programme Nouveaux Horizons pour - une augmentation de 6,9 millions de dollars
- par les réductions suivantes: Les augmentations précitées sont compensées
- essentielles; sation et le développement des compétences sage à l'âge adulte et promouvoir l'alphabétibarrières autres que financières à l'apprentisciblée et spécialisée pour aider à réduire les programme intégré offre une approche plus pétences essentielles pour les adultes. Ce d'alphabétisation et d'acquisition des comdu nouveau Programme d'apprentissage, puisque ce programme fait maintenant partie pour le Programme national d'alphabétisation, - une diminution de 17,7 millions de dollars
- du Canada. pour les langues officielles du gouvernement initiative s'inscrit dans le cadre du Plan d'action trois ans prenant fin en 2007-2008. Cette puisque l'initiative a reçu un financement de à un total de 25 organismes communautaires, de langue officielle en situation minoritaire reliés des activités de deux réseaux de communautés taires de langue officielle, une initiative en appui d'habilitation pour les communautés minorirelativement à la mise en œuvre du Fonds - une diminution de 12,0 millions de dollars
- attribuable surtout à : des paiements aux programmes législatifs, • Une augmentation de 1519,2 millions de dollars
- augmentation s'explique par des changements de revenu garanti et les Allocations. Cette la Sécurité de la vieillesse, le Supplément pour les Prestations aux aînés, qui comprennent o Une augmentation de 1 531,0 millions de dollars

l'intégrité du programme; main-d'œuvre et de compétences et renforcer à remédier aux pénuries immédiates de

- d'autres ministères; grammes d'accès public pour le compte d'information offerts par le Secteur des pro-Ce transfert porte sur les services adaptés le Secteur des programmes d'accès public. et Services gouvernementaux Canada pour reliée à un transfert de Travaux publics - une augmentation de 16,1 millions de dollars
- personnels à haut rendement énergétique; pour encourager l'achat de véhicules remise écoAUTO visant à offrir des incitatifs pour la mise en œuvre du Programme de - une augmentation de 3,5 millions de dollars
- de dollars reliée aux conventions collectives. o de même qu'une augmentation de 1,2 million
- : en raison de : subventions et contributions votées principalement • Une augmentation de 519,5 millions de dollars des
- : enb slet o nouveau financement pour des programmes
- specialisés; sous-représentés et les travailleurs peu l'accès au marché du travail pour les groupes du marché de travail visant à favoriser davantage pour la mise en œuvre de la nouvelle architecture destinés à la Stratégie du marché du travail · - une augmentation de 500,0 millions de dollars
- du travail; des défis particuliers pour participer au marché sur le marché du travail et qui doivent relever qui ont été traditionnellement sous-représentés des Autochtones pour aider les Autochtones Partenariats pour les compétences et l'emploi financement visant à mettre à profit les Conformément au Budget 2007, du nouveau compétences et l'emploi des Autochtones. pour le programme Partenariat pour les - une augmentation de 18,7 millions de dollars
- biens mobiliers excédentaires fédéraux; vernementaux Canada pour l'Initiative des de dollars à Travaux publics et Services gouà 2008-2009, et un transfert de 3 millions de 17,5 millions de dollars de 2007-2008 contre l'itinérance pour un report de fonds pour la Stratégie des partenariats de lutte - une augmentation de 14,5 millions de dollars

Faits saillants

Budget principal des dépenses

changements: de 40461,0 millions de dollars. Voici les principaux prévu au Budget principal des dépenses 2007-2008 de 186,5 millions de dollars par rapport au montant Canada (RHDSC) représente une augmentation nette de Ressources humaines et Développement social du Budget principal des dépenses 2009-2009 Le montant total de 40647,5 millions de dollars

- attribuable surtout: du montant net des dépenses de fonctionnement • Une diminution de 1 902,8 millions de dollars
- du financement telles : o à des compensations liées à une réduction
- sions. (Paiement d'expérience commune); des pensionnats autochtones et ses répercussance de l'expérience vécue par les résidants en fiducie établi en 2007-2008 en reconnaispour Service Canada relativement à un compte - une diminution de 1 926,9 millions de dollars
- prend fin en 2007-2008; et prévues, puisque le financement sur trois ans et adaptées afin de répondre aux pénuries réelles travail à développer des compétences durables employeurs et les Canadiens sur le marché du compétences en milieu de travail pour aider les en relation avec la Phase I de la Stratégie des - une diminution de 12,5 millions de dollars
- réalisation plus lente que prévue des économies afin de compenser en partie l'impact fiscal de la Cabinet de chercher à augmenter le rendement aux ministères pour faire suite à la décision du générales ont été appliquées uniformément dépenses. Outre le Budget 2007, des réductions nement établie par le Comité d'examen des correspondant à la réduction de l'approvision-- une diminution de 3,7 millions de dollars

découlant de la réforme de l'approvisionnement.

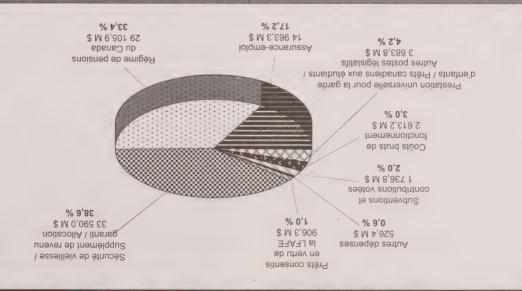
- l'administration des programmes tels: o au nouveau financement ayant trait à
- temporaires afin d'aider les employeurs tions au Programme des travailleurs étrangers continu ont été approuvés pour les amélioraà 2011 - 2012 et 28,0 millions de dollars en 118,0 millions de dollars sur 5 ans de 2007-2008 temporaires. Conformément au Budget de 2007, pour le Programme des travailleurs étrangers - une augmentation de 19,5 millions de dollars

Crédits votés et législatifs inscrits dans le Budget principal des dépenses

Budget Budget

2008-2009

principal des dépenses 2007–2008	2008–2009 des dépenses	(en millions de dollars)	ub °V srédit
2 208,9	۲,808	Dépenses de fonctionnement	L
8,8811	1 675,3	Subventions et contributions	9
7,882	7,252	Contributions aux régimes d'avantages sociaux des employés	(ר)
1,0	۲,0	Ministre des Ressources humaines et du Développement social - Traitement et allocation pour automobile	(ר)
1,0	١,0	Ministre du Travail et ministre de l'Agence de développement économique du Canada pour les régions du Québec - Traitement et allocation pour automobile	(ר)
24 093'0	0,125 321,0		(٦)
0,6147	0'969 4	Versements du Supplément de revenu garanti	(٦)
)'09Þ Z	0,074 2	Prestation universelle pour la garde d'enfants Prestation universelle pour la garde d'enfants Paierments de Subventions canadiennes pour l'épargne-études aux fiduciaires de régimes enregistrés d'épargne-études (REEE) au nom des bénéficiaires des REEE afin d'encourager les enregistrés d'épargner pour les études postsecondaires de leurs enfants	(ר) (ר)
0,048	0,888		
0,688	0,573	Versements d'allocations	(٦)
7'998	9,728	Paiements liés aux modalités de financement direct accordés en vertu de la Loi fédérale sur l'aide financière aux étudiants	(٦) .
1,361	142,9	Subventions canadiennes pour études aux étudiants à temps plein et à temps partiel aux termes de la Loi fédérale sur l'aide financière aux étudiants	(ר)
0'69	43,0	Paiements d'indemnités à des agents de l'État et à des marins marchands	(٦)
		Paiements de Bons d'études canadiens aux fiduciaires de régimes enregistrés d'ébargne- études (REEE) au nom des bénéficiaires des REEE afin d'appuyer l'accès à l'éducation postsecondaire des enfants de familles à faible revenu	(ר)
) ² 22	34,0	Palements d'intérêts et autres obligations aux institutions de crédit en vertu de la Loi fédérale	(٦)
6°Z9	1,42	sur l'aide financière aux étudiants Paiements relatifs aux obligations contractées sous forme de prêts garantis en vertu de la Loi	(٦)
,8	8,8	fédérale sur les prêts aux étudiants	(1/
-	2,0	Redressement du passit actuariel de l'assurance de la fonction publique Prestations de retraite supplémentaires - Pensions pour les agents des rentes sur l'État	(ר) (ר)
0,0		Paiements d'intérêts aux institutions de crédit en vertu de la Loi fédérale sur les prêts aux étudiants	(٦)
C'909 6E	2,147 98	Total des dépenses budgétaires Total des dépenses budgétaires Total des dépenses budgétaires Total des dépenses budgétaires Total des dépenses de la Loi fédérale sur l'aide financière aux étudiants en vertu de la Loi fédéraires	(ר)
7,238	٤'906		
0,184 04	3,748 04	Total du Ministère	



Paiements de transfert législatifs (en millions de dollars) - laisos tramapopolevėti te ecolamuri eesvananti sustrut eesvandėti (enstati eb eroliilin ne)

		t au Fonds d'assurance de la fonction publique.
0,848,0		həlanati əb atməməisq aəb latoT atitslaigəl
42,32		Autres comptes à fins déterminées
14963,3	2136,3	Partie II
	12827,0	Partie I
		restations d'assurance-emploi
		du Canada
29105,9	,	snoizate de Pégime de pensions
3,16276		lstot-euo8
3,1498	١,0	sentuA
	31,2	Programme de protection des salariés
	112,0	Régime enregistré d'épargne-invalidité
	0,45	Bon d'études canadien
		pour l'épargne-études
	0,888	Subvention canadienne
	2,804	Prêts canadiens aux étudiants
	,	la garde d'enfants
	0,0745	Prestation universelle pour
		Autres paiements législatifs :
0,873		Allocations
0'9697		Supplément de revenu garanti
		esselliesse
25321,0		Programme de la Sécurité
		Subventions et contributions

		aux étudiants (LFAFE)
		Loi fédérale sur l'aide financière
6'906		Prêts consentis en vertu de la
		Non Budgétaire
		du Compte d'ae. et du RPC
		et coûts et montants recouvrés
526,4		Autres – Indemnisation des accidentés
4320,0		sətund səsnədəb səb latoT
		səvitslatiyəl non
8,8871		Subventions et contributions
2,613,2		Coûts bruts de fonctionnement
1 624,2	0'9	seréteinim eertuA
	t ['] t6	Indemnisation des accidentés du travail
	4277,9	Compte d'assurance-emploi (ae.)
	6'977	Régime de pensions du Canada
		des rubriques suivantes :
		Ajouter les sommes recouvrées au titre
0'686		Juamennoitonot eb sten stûoO
		Budgétaire

a Ce montant comprend les paiements relatifs aux Comptes des rentes sur l'État et au Fonds d'assurance de la fonction publique

affectés chaque année par RHDSC. pour la réalisation de programmes désignés, sont la vieillesse, et les subventions et contributions votées en vertu de la partie II de la Loi sur l'assurance-emploi. et contributions législatives; et 2,1 milliards de dollars votées, 37,2 milliards de dollars en subventions

le Régime de pensions du Canada, la Sécurité de que les fonds législatifs, incluant l'assurance-emploi, La stratégie financière de Service Canada prévoit

Mandat

de promouvoir des milieux de travail sécuritàires, sains, équitables, stables et productifs, où règne la coopération.

La Loi sur le ministère du Développement social Canada définit les pouvoirs, les attributions et les fonctions du ministre du Développement social. Développement social Canada a pour mandat de promouvoir le bien-être social et la sécurité. En exerçant le pouvoir et en accomplissant les tâches et les fonctions que prévoit cette loi, le ministre est notamment responsable de l'administration du Régime de pensions du Canada, de la Loi sur la sécurité de la vieillesse, du Conseil national du bien-être social et de la Loi sur la prestation universelle pour la garde d'enfants.

Service Canada fonctionne conformément au mandat et au cadre législatifs des lois constitutives actuelles de Ressources humaines et Développement des compétences Canada et de Développement social ministères fédéraux, d'autres paliers de gouvernement et les fournisseurs de services communautaires afin d'offrir des services et des prestations au moyen d'un guichet unique.

Le 1er juin 2006, le Projet de recherche sur les politiques a été transféré du Bureau du Conseil privé au Ministère. Il dirige les projets de recherche horizontale à l'appui du programme d'action à moyen terme du gouvernement du Canada et détermine les besoins en données et les priorités pour l'élaboration des prochaines politiques.

Profil des dépenses prévues en 2008-2009

Ressources humaines et Développement social Canada (RHDSC) a des dépenses prévues pour ses programmes et services supérieures à 87 milliards de dollars, dont presque 82 milliards, ou plus de Ollars, dont presque 82 milliards, ou plus de 94 %, sont des prestations directes versées aux Canadiennes par le biais des programmes de l'assurance-emploi, du Régime de pensions du Canada, de la Prestation universelle pour la garde d'enfants, de la Sécurité de la vieillesse, de prêts consentis en vertu de la Loi fédérale sur l'aide de transfert législatifs. Le Ministère a prévu dépenser 1,7 milliard de dollars en subventions et contributions

des questions touchant les aînés. le 4 janvier 2007 pour veiller au bon règlement une secrétaire d'Etat (Aînés) a été nommée canadienne d'hypothèques et de logement. En outre, Le ministre est également responsable de la Société Ressources humaines et du Développement social. compétences, et celui-ci a reçu le titre de ministre des des Ressources humaines et du Développement des du Développement social ont été transférés au ministre pouvoirs, les attributions et les fonctions du ministre Ressources humaines et Développement social. Les et Développement des compétences, qui est devenu en un seul ministère, Ressources humaines et Développement social Canada ont fusionné et Développement des compétences Canada Le 6 février 2006, Ressources humaines

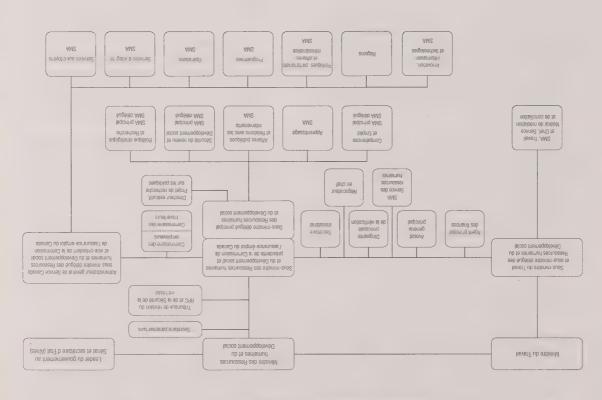
Tant que la nouvelle loi ministérielle n'entrera pas en vigueur, le ministre en titre se fonde sur les dispositions de la Loi sur le ministère des Compétences humaines et du Développement des compétences et de la Loi sur le ministère du Développement social pour l'exercice de certains pouvoirs.

de l'assurance-emploi du Canada. Loi sur l'assurance-emploi relève de la Commission d'assurance-emploi, tandis que l'administration de la compétences supervise de façon générale le régime des Ressources humaines et du Développement des un marché du travail efficient et inclusif. Le ministre main-d'œuvre mobile et hautement spécialisée sur anu'b noitomora la faisant la promotion d'une législatif d'améliorer le niveau de vie et la qualité de vie Développement des compétences a pour mandat Le ministère des Ressources humaines et du la Commission de l'assurance-emploi du Canada. des compétences, du ministre du Travail et de des Ressources humaines et du Développement pouvoirs, les attributions et les fonctions du ministre et du Développement des compétences définit les La Loi sur le ministère des Ressources humaines

La Loi sur le ministère des Ressources humaines et du Développement des compétences prévoit la nomination d'un ministre du Travail responsable du Code canadien du travail, de la Loi sur l'équité en matière d'emploi, ainsi que d'autres lois sur la rémunération et les conditions de travail. Cette loi constitutive prévoit que le ministre du Travail utilise les services et les installations du Ministère. Elle établit les services et les installations du Ministère. Elle établit les services et les installations du Ministère.

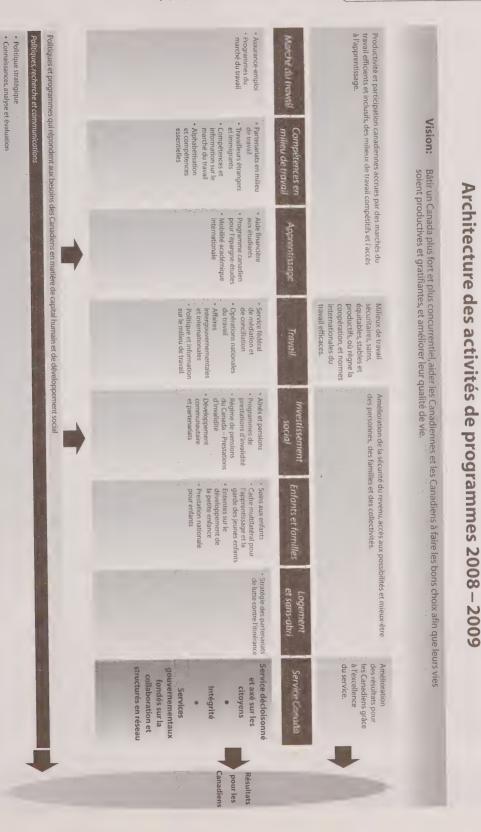
Information sur l'organisation

Structure ministérielle Ressources humaines et Développement social Canada



Affaires publiques et relations avec les intervenants

Ministère des Ressources humaines et du Développement social



- g l'apprentissage; des milieux de travail compétitifs et l'accès par des marchés du travail efficients et inclusifs, Productivité et participation canadiennes accrues
- et normes internationales du travail efficaces; stables et productifs, où règne la coopération, Milieux de travail sécuritaires, sains, équitables,
- des familles et des collectivités; aux possibilités et mieux-être des personnes, • Amélioration de la sécurité du revenu, accès
- grâce à l'excellence du service. • Amélioration des résultats pour les Canadiens

tous les services fédéraux et une gamme de services un service national 1 800 O-Canada qui renseigne sur de service dans les localités disséminées sur le territoire, de prestation de services compte plus de 600 points de choix et un accès accru. Aujourd'hui, son réseau organismes fédéraux et il assure aux Canadiens plus pour le compte de RHDSC et d'autres ministères et d'un nombre croissant de services et de prestations aux services de RHDSC. Service Canada s'occupe Ministère fournit aux citoyens un point d'accès unique qualité. Par le truchement de Service Canada, le essentiel d'assurer la prestation de services de haute Afin de répondre aux besoins des Canadiens, il est

www.servicecanada.gc.ca.

en ligne à

contribuent aux cinq résultats stratégiques suivants : Les programmes et les services du Ministère

humain et de développement social; besoins des Canadiens en matière de capital • Politiques et programmes qui répondent aux

Survol du ministère

pour les adultes. postsecondaires et à des possibilités d'apprentissage dans l'apprentissage en facilitant l'accès aux études les travailleurs canadiens. De plus, RHDSC investit aide à mettre en correspondance les entreprises et de l'information sur le marché du travail, le Ministère de travail canadiens et en préparant et en diffusant

Horizons pour les aînés. le développement social et le programme Nouveaux handicapées, le Programme de partenariats pour le Fonds d'intégration pour les personnes l'Initiative des partenariats de lutte contre l'itinérance, la Prestation universelle pour la garde d'enfants, qui favorisent l'atteinte de ces objectifs, notamment responsable d'un certain nombre d'initiatives clés besoin pour améliorer leur bien-être. RHDSC est ont le soutien et les renseignements dont ils ont d'autres personnes aux prises avec des obstacles te inevent sans abri ou qui risquent de le devenir et aînés, les personnes handicapées, les personnes aident à garantir que les enfants et les familles, les Les politiques et les programmes sociaux de RHDSC

et à encourager leur contribution. nautés minoritaires de langue officielle au pays, groupes communautaires, y compris les commubut lucratif, des organisations d'apprentissage et des tenaires, tels que les secteurs à but lucratif et sans En outre, il travaille sans relâche à mobiliser des parintégrés et complémentaires au profit des Canadiens. de mettre sur pied des programmes et des services parmi les différents ordres de gouvernement afin s'évertue à préciser les rôles et les responsabilités parti de leurs forces et de leurs capacités. Le Ministère et les organismes non gouvernementaux, en tirant dont les provinces, les territoires, les employeurs aussi de travailler avec une multitude d'intervenants, Pour favoriser le bien-être socioéconomique, il s'agit

iées au commerce. ententes internationales sur les affaires du travail sur le travail et il négocie et met en œuvre des patronales-syndicales, il effectue des recherches favorise également l'harmonie dans les relations de compétence fédérale. Le Programme du travail ainsi que la sécurité et l'efficacité des milieux de travail et maintient la stabilité des relations industrielles, Le Programme du travail de RHDSC encourage

Introduction

vers les programmes et les services du Ministère. description des programmes et fournit des liens Web ment durable, etc.; enfin, la section IV contient la d'évaluation, des renseignements sur le développeaux comptes à fins déterminées, des renseignements détaillés, tels que des données financières relatives inancier; la section III comprend des renseignements programme, y compris des renseignements d'ordre par résultat stratégique au niveau des activités de du rendement; la section II présente les plans clés globales du Ministère et expose le Cadre de mesure la section I établit le contexte, énonce les priorités ments sont divisés en quatre sections principales: prévues des trois prochaines années. Les renseigne-Canada (RHDSC) pour 2008-2009 et les dépenses de Ressources humaines et Développement social Le présent rapport contient les plans et les priorités

Raison d'être

et gratifiante et d'améliorer leur qualité de vie. les bons choix afin que leur vie soit productive et plus concurrentiel, d'aider les Canadiens à faire RHDSC a pour vision de bâtir un Canada plus fort

développement des compétences dans les milieux et à garder leur emploi. En encourageant le les aider à se préparer à l'emploi, à trouver du travail a des programmes et à des services d'emploi pour emploi un soutien temporaire du revenu et un accès L'assurance-emploi fournit aux Canadiens sans vieillesse et le Régime de pensions du Canada. adoptés par le Parlement, comme la Sécurité de la versant des prestations dans le cadre de programmes ieur procure notamment un soutien du revenu en leur touchent la vie de millions de Canadiens. RHDSC programmes et les services qu'offre le Ministère prospérer sur le plan économique et social. Les que bien d'autres outils qui aident les Canadiens à marché du travail et d'autres renseignements, ainsi ment des compétences, de l'information sur le nu sontien du revenu, des possibilités de développe-87 milliards de dollars qui fournissent aux Canadiens programmes et des services d'une valeur de quelque RHDSC élabore, gère et met en œuvre des

Section I Survol

Survol de Ressources humaines et Développement social Canada



les dépenses au fil du temps, et le maintien d'une réserve en espèces de 2 milliards de dollars qui pourra être utilisée en cas de récession.

Note: Ces récentes annonces ne font pas partie de l'exposé de faits du Rapport sur les plans et les priorités, mais le Ministère s'est engagé à leur donner suite et à en rendement de 2008-2009. Les annonces qui figurent dans le budget ne sont pas comprises qui figurent dans le budget ne sont pas comprises dans les chiffres sur les dépenses prèvues dun Ministère.

pour les aînés. gissement du programme Nouveaux Horizons par année prévus au budget de 2007 en vue de l'élardes aînés, qui se greffent aux 10 millions de dollars les signes et les symptômes de violence à l'endroit

avec les Canadiens autochtones Renforcer les partenariats

les Autochtones avant la fin de 2008. cadre de développement économique pour de ces possibilités en s'engageant à créer un nouveau visant à aider les Autochtones à profiter au maximum franchit une autre étape importante dans le processus dans le Nord et ailleurs au Canada. Le budget de 2008 besoin pour tirer parti des perspectives économiques acquérir les compétences et la formation dont ils ont nariats publics-privés qui aident les Autochtones à Le gouvernement s'est engagé à favoriser les partela hausse de leur participation à l'économie canadienne. auquel font face les Canadiens autochtones demeure l'écart sur le plan des conditions socioéconomiques a reconnu que la manière la plus efficace de combler Dans son plan Avantage Canada, le gouvernement

chez les employeurs et sur le marché du travail. offertes aux particuliers dans le contexte de la demande mettra de mieux situer les compétences et la formation humaines autochtones. Cette nouvelle approche perdera à la Stratégie de développement des ressources d'élaborer une approche, prévue en 2009, qui succédes groupes autochtones et d'autres intervenants afin Le gouvernement continuera à solliciter la participation

gouvernance de l'assurance-emploi Améliorer la gestion et la

des taux de cotisation de façon que les revenus égalent la mise en œuvre d'un mécanisme amélioré de fixation les suivantes : la gestion d'un compte bancaire distinct, du Développement social. Ses responsabilités seront qui relèvera du ministre des Ressources humaines et financement de l'assurance-emploi du Canada, d'Etat indépendante du gouvernement, l'Office de d'a.-e., le gouvernement crée une nouvelle société cotisations d'a.-e. servent exclusivement au programme mécanisme de fixation des taux et de garantir que les fil du temps. Afin d'accroître la nature indépendante du élevées que nécessaire pour payer les prestations au et à faire en sorte qu'il n'y ait plus de cotisations plus et la gouvernance du compte d'assurance-emploi (a.-e.) Le gouvernement s'est engagé à améliorer la gestion

de 2008 Annonces du budget

ment social et du service aux Canadiens. rapport au sùjet du marché du travail, du développeet soutiennent les priorités contenues dans le présent Ressources humaines et Développement social Canada années. Les annonces qui suivent concernent priorités pour les Canadiens au cours des prochaines du Canada a déposé le budget de 2008 et défini ses C'est le 26 février 2008 que le gouvernement

Investir dans les gens

au monde. la plus scolarisée, la plus qualifiée et la plus souple que nous devons nous doter de la main-d'œuvre Améliorer la position concurrentielle du Canada signifie

2012-2013, dans un nouveau Programme canadien montant qui augmentera à 430 millions de dollars d'ici en investissant 350 millions de dollars en 2009-2010, Le gouvernement entend aider les étudiants canadiens

maximale de cotisation. de vie maximale et on prolongera de 10 ans la période assouplis, car on portera de 25 ans à 35 ans leur durée Les régimes enregistrés d'épargne-études seront niser le Programme canadien de prêts aux étudiants. à compter de 2009-2010, pour rationaliser et moderde 2008 prévoit 123 millions de dollars sur quatre ans, bourses d'études du millénaire en 2009. Le budget nera progressivement la Fondation canadienne des cycle universitaire par année. Le gouvernement élimià 245 000 étudiants de niveau collégial et de premier à son entrée en vigueur à l'automne 2009, profitera consolidé de subventions aux étudiants qui,

niveau maximal actuel de 500 \$ à 3500 \$. gagné du Supplément de revenu garanti, de son pour les aînés en haussant l'exemption sur le revenu Le gouvernement réduira les désincitations au travail

Aider les personnes vulnérables

du travail. à demeurer actifs et productifs au sein du marché mars 2012, de manière à aider plus de travailleurs âgés l'Initiative ciblée pour les travailleurs âgés jusqu'en de 90 millions de dollars sur trois ans afin de prolonger Le budget de 2008 prévoit une somme supplémentaire

pour aider les aînés et d'autres personnes à reconnaître Il prévoit également 13 millions de dollars sur trois ans

Service Canada

Les plans, les priorités, les dépenses prévues et les mesures du rendement à l'appui de Service Canada sont présentés fidèlement dans le Rapport sur les plans et les priorités 2008–2009 de Ressources humaines et Développement social Canada.

Hélène Gosselin Administrateur général de Service Canada et Sous-ministre déléguée des Ressources humaines et du Développement social

Travail

social Canada. présentés fidèlement dans le Rapport sur les plans et les priorités 2008-2009 de Ressources humaines et Développement Les plans, les priorités, les dépenses prévues et les mesures du rendement à l'appui du Programme du travail sont

des Ressources humaines et Développement social Sous-ministre du Travail et Sous-ministre délègué Munir A. Sheikh

Déclarations de la direction

Ressources humaines et Développement social

Je soumets, aux fins de dépôt au Parlement, le Rapport sur les plans et les priorités (RPP) 2008–2009 de Ressources

humaines et Développement social.

Le présent document a été préparé conformément aux principes de préparation des rapports énoncés dans et Rapports ministériels sur le rendement : et Rapports ministériels sur le rendement :

- Il est conforme aux exigences précises de déclaration figurant dans les lignes directrices du Secrétariat du Trésor du Canada.
- Il repose sur les résultats stratégiques et l'architecture des activités de programmes du Ministère qui ont été approuvés par le Conseil du Trésor.
- Il présente une information cohérente, complète, équilibrée et fiable.
- Il fournit une base pour la reddition de comptes à l'égard des résultats obtenus avec les ressources et les autorisations qui lui sont confiées.
- Il rend compte de la situation financière en fonction des chiffres des dépenses prévues approuvées provenant du Secrétariat du Conseil du Trésor du Canada.

Janice Charette

Ressources humaines et Développement social

Message du ministre du travail

e gouvernement du Canada se voue à favoriser une société saine et une économie productive et prospère. Le Programme du travail apporte une contribution indispensable à ce chapitre en travaillant à mettre en place des milieux de travail équitables, sécuritaires, sains et productifs, où règne la coopération.

En 2008–2009, le Programme du travail aura un programme stimulant et ambitieux qui comporte quatre priorités clés : mettre en œuvre le Programme de protection des salariés (PPS), aider à la réintégration des réservistes à la vie civile, participer au débat international sur les enjeux liés au travail, et déterminer les options permettant de réduire la fréquence et la durée des arrêts de travail.



La loi portant création du PPS a reçu la sanction royale. Ce nouveau programme garantira aux travailleurs le salaire et la paie de vacances qui ne leur ont pas été versés lorsque leur employeur fait faillité ou est mis sous séquestre. La mise en œuvre du programme relèvera de la responsabilité du Programme du travail, de Service Canada et d'autres partenaires.

Les membres de la force de réserve, qui donnent de leur temps et qui risquent souvent leur vie pour servir notre pays, ne devraient pas avoir à s'inquiéter de savoir si leur emploi ou leur inscription à l'université et au collège sera protégé pendant leur absence. Le gouvernement prend des mesures pour veiller à ce que les besoins des réservistes soient comblés.

Sur la scène infernationale, le Canada s'engage à négocier et à mettre en œuvre avec ses partenaires commerciaux dans les Amériques et au-delà de solides accords de coopération dans le domaine du travail afin d'obtenir des conditions de travail convenables pour les travailleurs et d'assurer l'égalité des chances pour les entreprises. De plus, le gouvernement s'engage à travailler avec les provinces, les territoires, les syndicats et les employeurs à renforcer la capacité de l'Organisation internationale du travail de promouvoir les normes fondamentales du travail dans le monde entier.

Enfin, le nombre de jours perdus en raison d'arrêts de travail est élevé au Canada comparativement à d'autres membres de l'Organisation de coopération et de développement économiques. Nous examinerons les causes et les répercussions des arrêts de travail, de même que les options permettant d'en réduire le risque, la fréquence et la durée dans les secteurs sous réglementation fédérale.

Le Programme du travail s'efforce d'aider les employeurs et les travailleurs à réussir dans une économie mondiale dynamique en relevant les défis que posent des milieux de travail changeants et en tirant parti des possibilités qu'ils offrent.

my yay of

L'honorable Jean-Pierre Blackburn, C.P., depute Ministre du Travail et ministre de l'Agence de développement économique du Canada pour les régions du Québec

Message du ministre de Ressources humaines et Développement social

oi le plaisir de présenter au Parlement le Rapport sur les plans et les priorités 2008–2009 pour le ministère des Ressources humaines et du Développement social du Canada (RHDSC).

AHDSC aide les Canadiens à relever les défis auxquels ils font face en mettant en place des politiques, des programmes et des services qui sont souples, qui créent des possibilités sur le marché du travail d'aujourd'hui et qui offrent des choix.

En tant que Ministre, j'ai eu l'occasion d'être directement témoin des incidences positives de notre portefeuille sur la vie des Canadiens. Qu'il s'agisse d'aider les familles grâce à la Prestation universelle pour la garde d'enfants, de combler les lacunes sur le plan des com-

pétences et de l'apprentissage au moyen de la Subvention incitative aux apprentis ou de la Subvention canadienne pour l'épargne-études, ou encore d'apporter des solutions efficaces et durables pour prévenir et réduire l'itinérance dans le cadre de la Stratégie des partenariats de lutte contre l'itinérance, nous prenons des mesures pour améliorer la qualité de vie de l'ensemble de la population canadienne.

Au cours des années à venit, nous renforcerons ces réalisations en continuant d'aider les enfants, les familles et les Canadiens vulnérables qui cherchent à s'affranchir de la pauvreté. Nous nous attaquerons aux problèmes d'accessibilité des personnes handicapées en mettant en œuvre le Régime enregistré d'épargne-invalidité et le Fonds d'accessibilité. Nous mettrons aussi l'accent sur l'aide aux personnes âgées à faible revenu et la prévention de la violence à l'égard des aînés.

Il sera prioritaire d'acquérit l'avantage du savoir pour faire face aux défis que pose le marché du travail, tirer parti des possibilités qu'il offre et répondre aux besoins des travailleurs qui vivent dans des collectivités vulnérables. Les résultats réels que nous attendons d'un marché du travail qui fonctionne bien sont plus que des statistiques. En fait, l'objectif que nous attendons en relevant les défis du marché du travail est de faire en sorte que les familles soient solides et en santé, que moins de gens vivent dans la misère et qu'un plus grand nombre d'adultes soient autonomes et autosuffisants. En gardant cet objectif à l'esprit, nous améliorerons la régie et la gestion du Compte d'assurance-emploi par la création d'une société d'État indépendante, l'Office de financement de l'assurance-emploi. Programme canadien de subventions aux étudiants. Enfin, nous continuerons de négocier et de mettre en œuvre Programme canadien de subventions aux étudiants. Enfin, nous continuerons de négocier et de mettre en œuvre marché du travail pour accroître l'activité des Canadiens qui ne participent pas pleinement au morché du travail. L'intégration de travailleurs formés à l'étranger et l'arrivée de travailleurs étrangers temporaires seront également au coeur de nos engagements.

De plus, nous nous engageons à faire en sorte que notre portefeuille offre un niveau de service optimal aux Canadiens. À cet égard, Service Canada fournit un certain nombre de services et verse un certain nombre de prestations au nom des ministères et des organismes du gouvernement fédéral. Ce faisant, il assure aux Canadiens plus de choix, des résultats plus rapides et un accès plus facile. Le succès de cette approche nécessitera une collaboration soutenue avec les ministères fédéraux, de même qu'avec les provinces, les territoires et nos partenaires des secteurs public et privé.

Le Canada s'est bâti grâce aux compétences, à l'imagination et au dévouement de tous les Canadiens. RHDSC maintiendra cet élan en faisant preuve d'excellence au chapitre des politiques, des programmes et des services et en aidant l'ensemble des Canadiens à réaliser leur plein potentiel.

L'honorable Monte Solberg, C.P., député

any Was o

Ministre des Ressources humaines et du Développement social



Messages des ministres

Bapport consolidé du Programme canadien des prêts aux étudiant	671
Assurance-emploi, Partie II - Plan des dépenses 2008-2009	142
Fonds d'assurance de la fonction publique	144
Compte des rentes sur l'État	143
Régime de pensions du Canada	136
Compte d'assurance-emploi	128
Comptes à fins déterminées	128

157 Section IV Autres points d'intérêt

158 Description détaillée des programmes par résultat stratégique

173 Rapport du Bureau du vérificateur général (BVG)

174 Renvois à des sites Web

xəbnl 871

Table des matières

Tableau 12: Sources des revenus disponibles et non disponibles	127
Tableau 11: Services reçus à titre gracieux	127
Tableau 10 : Progrès accomplis au regard du plan réglementaire ministériel	127
(səristəgud non) stêta : 9 selds	127
Zableau 8 : Vérifications internes	124
Tableau ↑: Initiatives horizontales	123
Tableau 6: Achats écologiques	122
Tableau 5: Fondations (subventions conditionnelles)	121
Tableau 4: Évaluations	711
Tableau 3 : Renseignements sur les programmes de paiements de transfert	911
Tableau 2: Stratégie de développement durable	111
Tableau 1: Lien du Ministère avec les résultats du gouvernement du Canada	110
Section III Renseignements supplémentaires	601
E. Service Canada	96
D. Investissement social, enfants et familles, logement et sans-abri	78
C. Travail	94
B. Marché du travail, compétences en milieu de travail et apprentissage	79
A. Politiques, recherche et communications	99
Section II Activités de programme par résultat stratégique	22
Nigurania i na ginagui an ginag	0.1
Cadre de mesure du rendement	67
Ressources financières et ressources humaines – Renseignements sommaires Priorités ministérielles de 2008 – 2009	32
	33
Crédits votés et législatifs inscrits dans le Budget principal des dépenses Dépenses prévues et équivalents temps plein	23 72
Profil des dépenses prévues en 2008 – 2009	55
Mandat opposed by 2006 as sounding applications and literal	. SO .
Information sur 1° organisation	61
Raison d'être	91
Introduction	91
Section I Survol	ST
Déclarations de la direction	6
Messages des ministres	9



Développement social Canada Ressources humaines et

Rapport sur les plans et les priorités

Budget des dépenses 2009 – 2009

Les gens • Les partenariats • Le savoir

Les documents budgétaires

Chaque année, le gouvernement établit son budget des dépenses, qui présente l'information à l'appui des autorisations de dépenser demandées au Parlement pour l'affectation des fonds publics. Ces demandes d'autorisations sont présentées officiellement au moyen d'un projet de loi de crédits déposé au Parlement. Le budget des dépenses, qui est déposé à la Chambre des communes par le président du Conseil du Trésor, comporte trois parties :

Partie I - Le Plan de dépenses. budget principal des dépenses.

Partie II – Le budget principal des dépenses étaye directement la Loi de crédits. Le budget principal des dépenses énonce les autorisations de dépenser (crédits) et les sommes à inclure dans les projets de loi de crédits que le Parlement doit adopter afin que le gouvernement puisse mettre en application ses plans de dépenses. Les Parties I et II du budget des dépenses sont déposées simultanément le l^{et} mars ou avant.

Partie III - Le Plan de dépenses du ministère est divisé en deux documents :

- Les rapports sur les plans et les priorités (RPP) sont des plans de dépenses établis par chaque ministère et organisme (à l'exception des sociétés d'État). Ces rapports présentent des renseignements plus détaillés, pour une période de trois ans, sur les principales priorités d'une organisation, et ce, par objectif stratégique, activité de programme et résultat prévu, incluant des principales priorités d'une organisations, et ce, par objectif stratégique, activité de programme et résultat prévu, incluant humaines, les grands projets d'immobilisations, les app contriennent également des données sur les besoins en ressources déposés au Parlement par le président du Conseil du Trésor au nom des ministres responsables des ministères et des organismes qui dépendent des crédits parlementaires et qui sont désignées aux annexes I, I. I et II de la Loi sur la gestion des finances publiques. Ces documents sont habituellement déposés au plus tard le 31 mars, pour renvoi aux comités qui peuvent ensuite faire rapport à la Chambre des comformément au paragraphe 81(7) du Règlement.
- Les rapports ministériels sur le rendement (RMR) rendent compte des réalisations de chaque ministère et organisme en fonction des attentes prèvues en matière de rendement qui sont indiquées dans leur RPP. Ces rapports sur le rendement, qui portent sur la dernière année financière achevée, sont déposés au Parlement en autonne par le président du Conseil du Trésor au nom des ministères tesponsables des ministères et des organismes qui dépendent des crédits parlementaires et qui sont désignés aux annexes I, I.1 et II de la Loi sur la gestion des finances publiques.

Le budget supplémentaire des dépenses étaye directement la Loi de crédits. Le budget supplémentaire des dépenses énonce les autorisations de dépenser (crédits) et les sommes à inclure dans les projets de loi de crédits que le Parlement doit adopter afin que le gouvernement puisse mettre en application ses plans de dépenses. Le budget supplémentaire des dépenses est habituellement des depenses est caractérisé par une lettre alphabétique (A, B, C, etc.). En vertu de circonstances spéciales, plus de deux budgets supplémentaire des dépenses est caractérisé par une lettre alphabétique (A, B, C, etc.). En vertu de circonstances spéciales, plus de deux budgets supplémentaires des dépenses peuvent être publiés au cours d'une même année.

Le budget des dépenses de même que le Budget du ministre des Finances sont le reflet de la planification budgétaire annuelle de l'État et de ses priorités en matière d'affectation des ressources. Ces documents, auxquels viennent s'ajouter par la suite les Comptes publics et les rapports ministériels sur le rendement, aident le Parlement à s'assurer que le gouvernement est dûment comptable de l'affectation et de la gestion des fonds publics.

©Sa Majesté la Reine du chef du Canada, représentée par le Ministre des Travaux publics et Services gouvernementaux, 2008.

Ce document est disponible en médias substituts sur demande.

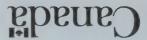
Ce document est disponible sur le site Web du SCT à l'adresse suivante : www.tbs-sct.gc.ca.

En vente chez votre libraire local ou par la poste auprès de : Éditions et Services de dépôt Travaux publics et Services gouvernementaux Canada Ottawa ON KIA OSS

Téléphone : 613-941-5995 Commandes seulement : 1-800-635-7943 (Canada et É.-U.) Télécopieur : 613-954-5779 ou 1-800-565-7757 (Canada et É.-U.)

Internet: http://publications.gc.ca

No. de catalogue : BT31-2/2009-III-11



Partie III - Rapport sur les plans et les priorités

5008-5009 Brigget des dépenses

Ressources humaines et Développement social Canada











